

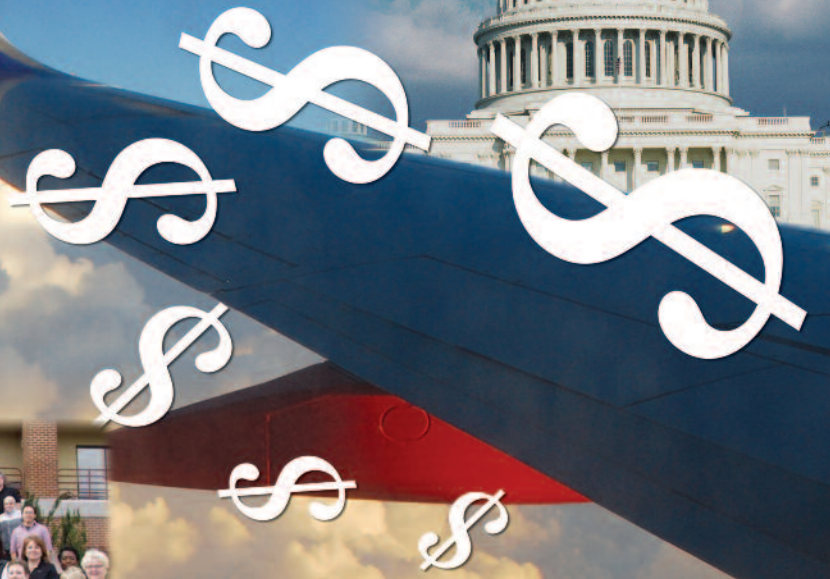


# 142 OBSERVER

Spring 2016

Official Publication of IAMAW District Lodge 142

## In this issue...



## HAWAIIAN AIRLINES



**Election for  
District Lodge 142 Officers  
to take place  
June 10, 2016  
6 a.m.-6 p.m.**

**Voting takes place  
at your Local Lodge.  
See your steward for details  
or visit  
[iamdl142.org](http://iamdl142.org).**

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



## Secretary-Treasurer's Report

By Ian Anderman

### Streamlining the election process

Since November 2015, we have been working, through semi-monthly meetings and supplemental phone calls with the Department of Labor, to ensure as seamless an election as possible.

We improved communications across the District and with the Local Lodges through the *Observer*, our District websites and mailings. Our goal, in synchronizing the elections, is to streamline the process for the Local Lodges and to minimize costs.

As we move toward the final phase of the election process, please be sure to submit absentee requests no later than May 11, 2016.

We look forward to seeing you all at the polls on Friday, June 10, 6 a.m.-6 p.m.

## 2016 IAM Flight Attendant Conference

By Sara Gonzales, General Chair

Our Flight Attendant members kicked off 2016 with the IAM Flight Attendant Conference, Jan. 17-20 at the IAM's William W. Winpisinger Education and Technology Center. Members from nearly every CommutAir and ExpressJet base were in attendance.

The conference was geared toward educating the members about the IAM and the Labor Movement.

### #IAMfor10 campaign

While many topics were covered, we focused on negotiations and the #IAMfor10 campaign to have Congress include 10 hour-minimum rest periods and the FAA-mandated Fatigue Risk Management Program in the FAA Reauthorization Bill.

Currently, Flight Attendants can have as little as eight hours "rest," which also includes boarding, deplaning and the time it takes to get to and from the hotel.

Grand Lodge Representative Edison Fraser confirmed the ongoing commitment of the Grand Lodge toward attaining an industry-leading joint collective bargaining agreement (JCBA) for ExpressJet members. District Lodge President

Dave Supplee and Secretary-Treasurer Ian Anderman also reiterated the District Lodge's unwavering support for the Flight Attendants.

In addition, we had Senior Research Economist Peter Greenberg from the Strategic Resources Department on hand to give an update on the regional airline industry and Sharon Moss-Bonner and Stephanie Starks of the Flight Safety Committee briefed the group on the ASAP program.

### Communication tools

District Lodge representatives also briefed the members on our latest communication tools, the IMAW App and a YouTube channel geared toward ExpressJet Flight Attendants, and led a discussion on hot topics.

Local Lodge 2339N President Carli Cappelli taught a workshop on Common Sense Economics, a program from the AFL-CIO that focuses on income inequality, and IAM Deputy General Counsel Carla Siegel gave presentations on the Railway Labor Act and its impact on negotiations, along with specifics regarding the Family and Medical Leave Act (FMLA) for Flight Attendants.

Legislative Director Hasan Solomon and Local Lodge 2339O President Cori Horowitz spoke about the importance of being active in politics and the #IAMfor10 campaign.

### Capitol Hill

The conference culminated with a day of lobbying congressional leaders on Capitol Hill in support of 10 hours rest and fatigue protections for Flight Attendants before departing to the airport.

Positivism and solidarity were palpable throughout the entire conference. Most of the comments by attendees noted that being able to mingle with IAM Flight Attendants from other bases and airlines was a major highlight.

Since the conference, the IAM has been successful in attaining the language we were lobbying for in the House version of the FAA Reauthorization Bill and was also able to put the Fatigue Risk Management Program language in the Senate version of the bill.

We are closer than ever to attaining effective change for chronically fatigued Flight Attendants across the country, a fight that has been going on for decades.



## EAP Report

By Paul Shultz, EAP Chair

### EAP: How it works

It's not a problem until it is.

The same can be said of how our members view EAP. We don't need it until we do.

Let me offer a brief description of the services we provide and how we provide them.

We are a broad-brush Employee Assistance Program. To explain what "broad-brush" refers to, we need to go back to the start of the EAP programs, which had concerned members helping other members with substance abuse problems.

Over time we have evolved to a program that can help our members with a wide range of behavioral health issues such as stress, elder care, marriage counseling, substance abuse and other work/life issues. This program is available to members and their families.

### EAP Committee

The following is a brief description of how your EAP Committee does what we do, using American Airlines as an example. The process would be similar with any of the carriers DL 142

represents.

When members come to us seeking help, either in person or by phone, we talk to them about their issues. It is up to the members to disclose as little or as much as they are comfortable with. We may on occasion ask the members for additional information in order to get them where they need to be.

### External EAP providers

If they have benefits, we refer the members to their companies' benefit plan, usually through a toll-free number to an external EAP provider. In the case of American, there is a toll-free number to Optum, (800) 363-7190. This provides for four free visits per problem area per calendar year. If members require longer-term care, the insurance would then transfer them to their medical plans.

We are often asked why we don't just go to the 800 number. The main reasons involve personal contacts and follow-up.

I am in no way criticizing the external EAP providers. They are staffed by

dedicated professionals. But they are not set up for face-to-face contacts and follow-ups as a general rule. This is where we excel.

When we have members come to us, they are not just additional clients, they are our brothers and sisters and their families.

Another distinction is that if for any reason a member has no benefits and/or has been terminated, we will make every effort to get the assistance he or she needs.

### Optum EAP

Let me clarify here: This is not a company vs. union proposition. Generally, we are able to work together very well. American is placing on-site Optum EAPs at most of its stations.

This is a brief overview of the EAP Program and how it works. If you would like a more detailed explanation of the program or if you have questions, please contact me, Paul Shultz, DL 142 EAP director, at your convenience by calling (704) 907-3563 or emailing to pm.shultz@att.net.



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**Editor-in-Chief**  
**Dave Supplee**

**Headquarters**  
400 N. E. 32nd St.  
Kansas City, MO 64116

(816) 452-6646  
Fax: (816) 455-4793  
www.iamdl142.org



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## President's Report

By Dave Supplee

### 'True up' provision generates more than \$119 million for members at Southwest

Our Customer Service members at Southwest Airlines have been among the best-paid workers in the industry. And, thanks to the contract they ratified back in December 2014, they will continue to be.

As a result, IAM workers at Southwest Airlines are scheduled to receive more than \$119 million in wages and lump-sum payments, in addition to the amounts they already received since ratification.

When District Lodge 142 became the first bargaining group to reach an agreement with Southwest in the latest

round of negotiations, we included a "true up" provision to ensure our members will remain at the top of comparable classifications at the carrier.

Now that the Ramp workers and Operations agents have successfully concluded their agreements with Southwest through their respective unions, the "true up" provision kicks in with substantial additional bonuses and wage increases for members of District Lodge 142.

The amount each member receives is based on his or her pay step and work status — part-time or full-time — when the initial ratification bonus was

paid in 2014.

I want to thank the Southwest negotiating committee for having the foresight to add this protection to the agreement. The "true up" provision reflects the expertise of the IAM in negotiating industry-leading contracts and the great working relationship the IAM has with Southwest Airlines.

This is a win-win for our members and the company. IAM members will get what they deserve and Southwest gets the best employees in the industry.

The members of District Lodge 142 have consistently provided the customer service that has kept the airline

at the top of its field and they deserve every cent they will receive.

The \$119 million represents wage increases through 2018 and lump-sum bonuses to be paid within 90 days.

In addition, profitability bonus payments scheduled through 2018 will be advanced into a single payment this year. This combined payment will occur after the April 5, 2016 due date but within the same 90-day period.

Congratulations to our Southwest members! Should you have any questions regarding true-up issues or any other provisions in the contract, contact your General Chair.

## IAM: McGee Air Services not a threat to union jobs at Alaska Airlines

### DL142 committed to organizing vendors

Alaska Airlines' new ground handling company will not displace IAM-represented workers in any location on Alaska's system, District Lodge 142 President Dave Supplee told members in March.

"Our first priority is to assure IAM members at Alaska Airlines that their jobs are secure," President Supplee said.

He added: "This announcement of a new Alaska subsidiary will not stop us from fighting for work at Alaska Airlines that we believe we have a right to."

Alaska Airlines expects the wholly owned subsidiary, McGee Air Services, will launch in late summer, falling in line with other major airlines, including United, Delta and American, that have created subsidiary ground handling companies.

In a statement, Alaska Airlines vowed that McGee Air Services would not be used to displace its



Members of the Hawaiian Negotiating Committee stand with GVP Sito Pantoja (11th from left), DL 142 President Dave Supplee (sixth from right) and DL 141 President Mike Klemm (far right).

## District Lodges 142 and 141 ratify contracts with Hawaiian Airlines

### Five-year agreements secure wages, health benefits and more

Members of District Lodges 142 and 141 ratified five-year contracts with Hawaiian Airlines in January, bringing two years of negotiations to a close.

Talks started in December 2013 and tentative agreements were reached with each District Lodge in December 2015.

Members of both lodges ratified the new agreements in January.

The new contracts cover 2,200 mechanics and related, clerical, office, stores, fleet and passenger service employees. They provide wage increases, improve job security language, maintain access to affordable health care and secure profit sharing and other in-

centive programs.

"Our members at Hawaiian demonstrated exceptional patience and solidarity throughout these negotiations," District Lodge 142 President Dave Supplee said.

"We thank our members and their negotiating committees for helping us secure these contracts."

own employees, but would "compete" for ground handling work where it currently outsources ramp service functions and may look to service other airlines.

"While McGee Air Services will not replace IAM jobs at Alaska Airlines, vendors such as these put downward pressure on industry wage and benefit levels, and that's a problem," Supplee said.

"If airlines refuse to use their own staff to perform these necessary air-

line functions because management believes it's too expensive, then we need to continue to organize these companies nationwide and raise their standards."

"Workers at ground handling companies perform the same jobs as workers at major carriers but receive much lower wages and benefit levels and are routinely disrespected on the job," Supplee said.

"This hurts them as well as workers at major airlines. It's truly an ex-

ample of an injury to one is an injury to all."

Supplee added: "It's imperative that we focus on organizing the workers and raising the standards at ground handling companies to increase our power inside the fence at airports around the country.

"Workers deserve the dignity, respect and benefits that come with a union contract, whether they work for a ground handling company or an airline."



# Alaska Shop Steward Conference

By Jeff Tobius, General Chair

## Alaska stewards focus on member services at conference

**F**ifty-five stewards from far and wide assembled at the William W. Winpisinger Education and Technology Center in Hollywood, Md. for the annual District 142 Alaska Airlines Stewards' Conference, Jan. 31-Feb. 3.

They came from metropolitan areas like San Diego and remote locations like Nome, Alaska to learn about a multitude of subjects relating to their duties as union leaders at their work sites.

Focusing on membership services, the stewards were guided by Dan Suafoa and Mike Cicconi of the District Education Committee, who addressed grievance procedures, relations with management, interpersonal skills and the daily duties of stewards.

Madeline Anderson, a new steward from Las Vegas, said the conference gave her "a better insight into how exactly a steward is supposed to act."

In addition, Jason McAdoo, district safety liaison from Alaska, and Kaleb Rosa, Local Lodge 2202's president, briefed the participants on the newly negotiated GSAP (Ground Safety Ac-



A group discusses the role of a steward.

tion Program) memorandum of understanding.

The stewards learned how the IAM was able to negotiate new protections for individuals who self-report a safety violation. Under the old terms, discipline could still be administered.

Under the new terms, no discipline is applied, providing:

1. The violation was not intentional;
2. Drugs and/or alcohol were not involved;
3. There was not a willful disregard for safety;
4. There are no repetitions of the violation.

"This letter shows the bargaining power of the IAM," Rosa told the stewards.

To roll out the new GSAP letter, the IAM members of the Event Review Committee, McAdoo and Rosa, will travel the Alaska system, talking to the members and urging them to file GSAP reports.

"We want to be able to come to work safe and go home safe," McAdoo said. "This is our company and we have a vested interest in making sure it is a safe place to work."

Transportation Department Educator Brianna Gregory addressed the his-

'This is our company and we have a vested interest in making sure it is a safe place to work.'

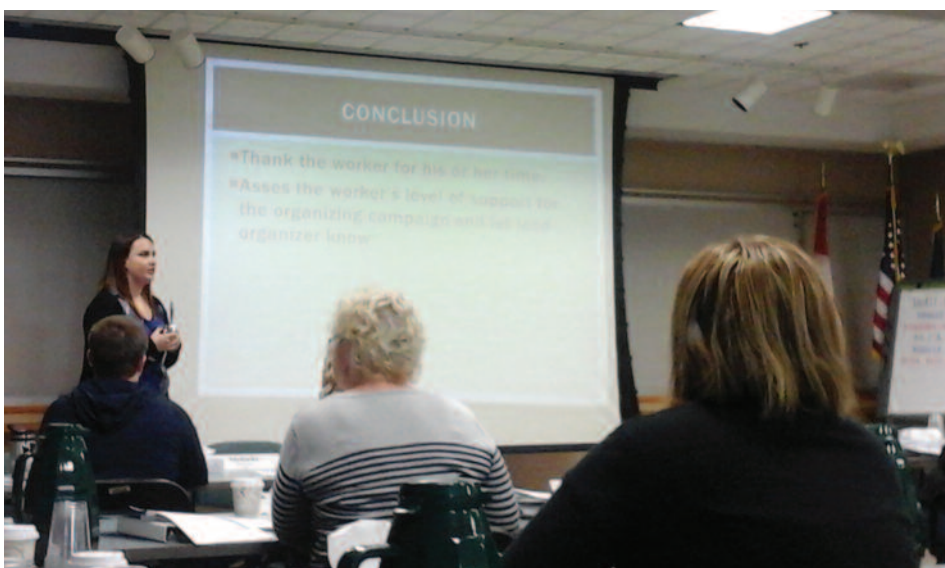
tory and structure of the IAM and provided information on internal and external organizing in an era of mergers and startup companies popping up in the airline industry.

General Chair Jackie Fay observed that, while the conference had a focus on grievance preparation and presentation, time was also devoted to upcoming contract negotiations.

"Even though we do not open for the RSSA Agreement until June of 2017, and COPS in April of 2018, we can never begin preparing too early," Fay said.

In addition, the stewards were informed about the IAM National Pension Plan (NPP) and how a defined-benefit retirement plan is advantageous for the 3,600 IAM-represented employees at Alaska Airlines.

We look forward to the stewards taking the knowledge they gained back to their membership. We also look forward to planning next year's conference and building on the achievements we have made.



Brianna Gregory explains the history and structure of the IAM.



## IAM, United Airlines reach deal on new contracts for 30,000 workers

The International Association of Machinists and Aerospace Workers (IAM) announced in April it reached seven tentative agreements with United Airlines for approximately 30,000 workers at the airline.

The five-year accords run through 2021 and call for approximately 30 percent in pay increases over the term of the deal and \$100 million in lump sum payments. The contract also includes a 25 percent hike in defined-benefit pension benefits, stops outsourcing work currently performed by IAM members and provides for insourcing of additional work.

“Our members at United deserve

to share in the value they created at United,” said DL 142 President Dave Supplee. “We thank the Negotiating Committee for their hard work and every IAM member at United for demanding and achieving their fair share.”

The current agreements were not amendable until Dec. 31, 2016. The IAM and United agreed last October to open existing contracts one year early and engage in “limited issue, expedited negotiations,” which led to today’s tentative agreements.

This is the third round of bargaining since United emerged from bankruptcy and the second since the carrier’s merger with Continental Airlines.

## IAM comments on Alaska Airlines, Virgin America merger

International Association of Machinists and Aerospace Workers General Vice President Sito Pantoja issued the following statement regarding the proposed merger of Alaska Airlines and Virgin America Airlines:

“As expected, the industry consolidation among the major airlines is being repeated by smaller carriers trying to survive.

“While today’s announcement proposes a merger, the final outcome will not be known for some time.

“The Machinists Union and our members have been through countless airline mergers.

“While executives talk

about shareholders value and route structures, the Machinists Union’s sole focus in the transaction is to make sure employees are not disadvantaged.”

The IAM represents 3,600 Alaska Airline Ramp Service, Customer Service, Office & Clerical, Reservation and Stores Agents at the Seattle-based carrier. Virgin America employees in similar classifications are non-union.

Union representation at a merged carrier would not be determined until a transaction is completed and the National Mediation Board determines the two airlines are operating as a single carrier.

## Legislative Report

### IAM scores major legislative victory for Flight Attendants and Customer Service Agents

As IAM members from around the country mobilized, the International Association of Machinists and Aerospace Workers (IAM) scored a major political victory on Feb. 12, when Congress added amendments to the Aviation Innovation Reform Reauthorization Act of 2016 (AIIR) mandating a minimum of 10 hours of rest for Flight Attendants and making it a felony to assault a Customer Service Agent.

The IAM — the largest airline union in North America — and AFL-CIO transportation affiliates worked around the clock to include the two amendments, which will significantly improve the working lives of hundreds of thousands of Flight Attendants and Customer Service Agents in the United States.

“When Customer Service Agents are assaulted in the course of performing their duties or Flight Attendants do not receive appropriate rest, the safety of every passenger is placed in immediate jeopardy,” International President Bob Martinez observed.

IAM General Vice President Sito Pantoja said, “I would like to thank every IAM member and the IAM Legislative Department who did a fantastic job and demanded that Congress do the right thing and improve the lives of Customer Service Agents and Flight Attendants.”

“This is yet another example of the fruits of unity, solidarity and direct action coordinated by Labor,” Pantoja added.

In January, IAM Flight Attendants from across the country came to Capitol Hill urging Congress to pass

a bill securing them 10 hours rest after a full “duty day,” which can last as long as 16 hours. Their lobbying effort was a part of the IAM Flight Attendant Conference at the William W. Winpisinger Center in January.

#### United ExpressJet and CommutAir

More than 20 IAM members from United ExpressJet and CommutAir, some for the very first time, lobbied 24 members of Congress. The majority of the flight attendants work regional flights, meaning they are the only ones performing the aircraft safety equipment checks, which are required before each flight.

Even after working 13- to 16-hour days, the current FAA rest minimum for flight attendants is only nine hours, which can be reduced to eight hours.

“Rest periods” include the actual boarding process, deplaning passengers, exiting the airport, travel to and from the hotel, and passenger boarding up to an hour before the first flight of the next day. It often equates to an actual rest time of less than six hours, even in the best of circumstances. More often, this relates to four hours of sleep or less after factoring in meals, showers and prep time.

IAM Local 2339-O member Zach Hart spoke of an instance when his overnight stay was changed due to storms and delays. It took until 6 a.m. to find him a room in Chicago that was an hour-and-a-half drive away.

“After I got to the hotel room, they wanted to give me an eight-hour rest period, and that was after a 19-hour duty day,” Hart recalled. “That eight hours in-

cluded the three-hour round trip drive to the hotel. I would have gotten about two hours of sleep that night.”

Long days and lack of rest result in both mental and physical fatigue, which are big factors in how Flight Attendants can perform on the job. Without proper rest, Flight Attendants can be slower to react to emergency situations. They are responsible for the evacuation of all passengers aboard the aircraft, and are the first responders to any medical emergencies.

#### Capitol Hill

Attending the conference and lobbying on Capitol Hill gave the group a chance to spend some much needed time together, something that doesn’t happen very often due to the nature of their careers.

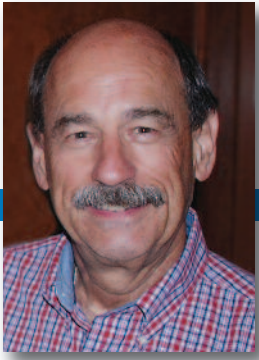
“I get a great feeling of unity and strength when I see all of us together at the conference, and more importantly on Capitol Hill in our fight for 10,” said Cori Horowitz, a Chicago-based ExpressJet Flight Attendant and president of IAM Local 2339-O.

“It’s amazing to hear the responses from people after they’ve been here and lobbied for the first time in their life. They get inspired to do more for their union. That inspires me.”

The AIIR, or HR 4441, will now go to the full House and the Senate for an up or down vote. If approved by both chambers of Congress, it will then go to President Obama for approval into law.

“The job isn’t done yet,” Pantoja said. “We must remain vigilant and keep the pressure on to make 10 hours minimum rest for Flight Attendants and the assault amendment a reality.”





# Ground Safety Report

By Ron Miller, Ground Safety Committee Director

## 2016 Ground Safety Training Conference

**R**egistration is open for the 2016 annual Ground Safety Training Conference, June 1-3 in Hollywood, Md.

Last year's conference was full with a wait list, so this year we have reserved all of the rooms at the William W. Winpisinger Education and Technology Center.

The conference is hosted by the Joint Air Transport Safety Committee and includes three full days of instruction, networking and information-sharing

focused on the theme, "Skills for Life: Pathways to Health and Safety."

Joining District 142 at this event will be Districts 140 and 141, along with representatives from the TWU and management from the airlines we represent.

Topics include "How to Reach Different Generations for Safety and Health," "How to Resolve Safety and Health Conflicts," "Just Culture," "Ergonomics," "Violence in the Workplace (Active Shooter)" and "OSHA."

Also featured will be a Canadian safety workshop, hands-on Accident Investigation training and breakout sessions for work group classifications.

You will not want to miss this opportunity to share learning experiences with your brothers and sisters from other parts of the country and other airlines.

**Registration from your Local Lodge secretary must be received by the District office no later than May 1.** So don't hesitate, talk to your Local Lodge leadership today!

### American Airlines

Lightning season is approaching and we have been working with the TWU and Corporate Safety to review the lightning detection and notification systems at every AA Maintenance location.

We have developed a corporate standard and are identifying detection or warning equipment and processes that need updating to meet that standard. We have visited most stations and have made specific recommendations and hope to complete our on-site reviews of all of the maintenance stations soon.

Local Lodge Ground Safety Committee members from across the AA system participate in a conference call on the first Wednesday of every month to keep abreast of the many safety and health issues and

Continued on next page



# Flight Safety Report

By John Hall, Flight Safety Director



## 2016 changes from the FAA

**T**he FAA made a few changes in the past year that we should all be aware of.

FAA Administrator Michael Huerta introduced a new Compliance Philosophy that is founded on risk-based decision making.

As stated in FAA Order 8000.373: "The FAA recognizes that some deviations arise from factors such as flawed procedures, simple mistakes, lack of understanding, or diminished skills. The Agency believes that deviations of this nature can most effectively be corrected through root cause analysis and training, education or other appropriate improvements to procedures or training programs for regulated entities, which are documented and verified to ensure effectiveness. However, reluctance or failure in adopting these methods to remediate deviations or instances of repeated deviations might result in enforcement.

"The FAA still views those intentional or reckless deviations from regulatory standards, or deviations from regulatory standards that otherwise present an unacceptable risk to safety, as posing the highest risk to safe operation of the NAS, and thus requiring strong enforcement."

In a nutshell, the FAA says it will

look at all of the contributing factors that led to the error and try to find corrective action other than discipline if warranted.

Is this a new, kinder and gentler FAA? We'll see. I've heard this line from them before.

For more information on this go to the FAA's web site at: [www.faa.gov/documentLibrary/media/Order/FAA\\_Order\\_8000.373.pdf](http://www.faa.gov/documentLibrary/media/Order/FAA_Order_8000.373.pdf)

### Ground Vehicle Operations

The FAA also reissued Advisory Circular 150/5210-20: Ground Vehicle Operations on Airports. in September 2015.

This Advisory Circular (AC) provides guidance to the airport authorities to train, monitor and discipline all airport tenants and contractors who have access to the Airport Operations Area (AOA).

Each airport has a Letter of Agreement with the local FSDO. We all know about the hazards and safety rules of driving a vehicle on the airport. Nothing has changed in this AC except that the FAA has now added towing and taxiing aircraft to the list of violations that the airport authorities are to monitor and regulate.

Any vehicle violation in the Aircraft Movement Area (AMA) is re-

ported to the FAA and through the Agreement with the local FSDO will discipline all intrusions of the AMA.

Penalties for violations widely vary from airport to airport. Check with your Airport Operations Center for specifics.

However, the local FSDO is responsible for investigating and enforcing any potential violations of a mechanic taxiing an aircraft. If you find or suspect you may have had a violation of the AMA, immediately use NASA's Aviation Safety Reporting System (ASRS) form immediately for protection against civil penalties.

Go to [asrs.arc.nasa.gov](http://asrs.arc.nasa.gov) to fill out the ASRS form electronically. Unfortunately, the ASRS will not help with any penalties the airport authorities may apply.

You can also use your company ASAP program. All ASAP reports will automatically generate a NASA ASRS report. For more information on this go to the FAA's website, [www.faa.gov/airports/resources/advisory\\_circulars/index.cfm/go/document.current/documentnumber/150\\_5210-20](http://www.faa.gov/airports/resources/advisory_circulars/index.cfm/go/document.current/documentnumber/150_5210-20).

### Unmanned Aircraft System

The new Unmanned Aircraft Sys-

tem (UAS) registration deadline was this past February.

It states that anything, including recreational radio-controlled model airplanes that weigh between 0.55 and 55 pounds, must be registered with the FAA. Any model aircraft heavier than 55 pounds must be registered as an experimental aircraft.

The statutory parameters of a model aircraft operation are outlined in Section 336 of Public Law 112-95 (the FAA Modernization and Reform Act of 2012). Individuals who fly within the scope of these parameters do not require permission to operate their UAS; any flight outside these parameters (including any non-hobby, non-recreational operation) requires FAA authorization.

For example, using a UAS to take photos for your personal use is recreational. Using the same device to take photographs or videos for compensation or sale to another individual would be considered a non-recreational operation.

To date there are more than 300,000 registered owners. Go to [registermyuas.faa.gov/](http://registermyuas.faa.gov/) to register your UAS.

For more information on this. go to [www.faa.gov](http://www.faa.gov) or call your local FSDO.

# Education Committee Report

By Co-Chairs Ian Anderman & John Bidoglio

## Three new committee members guide IAM in busy year

We are pleased to welcome three additions to the Education Committee: Michael Cicconi, Carrie Lessley and Dan Suafoa.

Michael, an American Airlines Mechanic, began his career with US Airways in 1988.

“It didn’t take me long to become involved in the IAM,” he recalled.

He comes from a union family that included union steel mill workers and his father was an IAM member at United Airlines and Pan American.

Michael has served as shop steward, recording secretary, conductor sentinel, trustee and vice president. He is currently the legislative chairman for Local Lodge 1976 as well as a committee member.

“Being part of the Education Committee is very rewarding,” he said. “It’s very important to get the youth involved in the Labor Movement.”

Carrie Lessley, a Customer Service and Support employee at Southwest Airlines, began her career with the company in 1999 as a Customer Representative at the Phoenix Center.

Carrie has been a shop steward for



Michael Cicconi



Carrie Lessley



Dan Suafoa

13 years and serves as recording secretary for Local Lodge 2559. She is dedicated to serving the members, fighting for workers’ rights and mentoring.

Dan Suafoa, a Customer Service Agent at Alaska Airlines, has been with Alaska since 2002. He began his career in reservations, where he stayed for 10 years, holding positions as lead agent and trainer.

Dan became a steward in 2004 and was appointed the first chief shop steward for reservations. In 2012, he transferred to the ticket counter, where he was a Customer Service Agent and then Lead Customer Service Agent.

He has served as trustee and educator at his local lodge. In 2015, he was elected as the chief shop steward for southeastern Alaska and parts of Seattle.

### A busy year

This year has been a busy time for the Education Committee, with many requests from local lodges for training of shop stewards and officers.

The committee provided shop

steward training to four of the newest members of our family, the Southwest Airlines SOS stewards, on March 1 in Dallas.

Las Vegas Local Lodge 845 presented shop steward training on March 24 and 25. The class drew participants from American Airlines, Alaska Airlines, Hawaiian, Swissport Fuelers and United Airlines who spent two days learning skills to write grievances and deal effectively with the company.

Dan Suafoa and Michael Cicconi facilitated a refresher course for grievance writing at the Alaska Airlines Steward Conference on Feb. 1 and 2 at the Winpisinger Education Center.

Also, Local Lodge 1976 hosted shop steward training on April 6 and 7 for eight American Airlines Shop Stewards interested in honing their grievance writing skills, sharing experiences and building stronger bonds in order to better serve their members.



Above: Local Lodge 1976 training



Above and below: Local Lodge 845 training



## More: Ground Safety

Continued from previous page

share solutions. We also join the TWU on a quarterly basis to discuss safety and health issues with Vice President of Line Maintenance Paul Wroble.

### Alaska Airlines

With the modified GSAP agreement between the IAM and Alaska going into effect on Feb. 1, the union felt it was important to visit every location with IAM members to discuss the changes to the program.

Since the beginning of February, Jason McAdoo and GSAP ERC alternate Kaleb Rosa have been traveling weekly to promote GSAP and answer any related questions. Their travels will take them as far east as D.C., as far north as Barrow, Alaska and as far south as San Diego, returning in mid-May just in time for the busy summer season.

So far, everyone has asked engaging and important questions. “It’s been great spending time talking to our brothers and sisters throughout the Alaska system,” MacAdoo and Rosa report.

Feel free to contact Jason or Kaleb regarding any GSAP questions.

# Robert Martinez elected president of IAM international union

He becomes the 14th president  
in the IAM's 127-year history

**R**obert Martinez, Jr. became the IAM's international president in January, succeeding Tom Buffenbarger on his retirement.

As he took the oath of office at IAM headquarters in Upper Marlboro, Md., Martinez thanked his predecessors and outlined his vision for the future of the union.

"I am mindful that I stand on the shoulders of giants," Martinez said.

He pledged not to have a service contract with any employer that does not provide a defined-benefit pension and he urged the IAM to become more aggressive in organizing new members.

"We live and work in an incredibly difficult and challenging time," Martinez said. "From every corner, we and the work we do are under fire. I am confident about our future and our ability to do good work."

## Rising through the ranks

Martinez, a Texas native, served in the Navy before returning stateside and finding work as a mechanic.

His career in the IAM began in 1980, when he joined Local Lodge 776A in Ft. Worth, Tex., as an aircraft assembler for Lockheed Martin. He rose through the ranks in his local lodge and in 1995 he was appointed to a staff position in the IAM's Safety and Health Department.

He later became a Coordinator for the Re-Employment and Safety Training



Robert Martinez

(CREST) and the Center for Administering Rehabilitation and Employment Services (CARES).

In 1999, President Buffenbarger assigned Martinez to become the Southern Territory Education Representative so he could train and educate IAM members in 14 Southern states. He ultimately became a General Vice President on the Executive Council.

In addition to his duties at the IAM, Martinez served on the Board of Directors for the Guide Dogs of America and was a pension trustee for the IAM's National Pension Fund.



## Buffenbarger retires as IAM president

**R.** Thomas Buffenbarger retired in December as the 13th international president of the International Association of Machinists & Aerospace Workers. In doing so, he concluded the longest presidency in the union's 121-year history.

Buffenbarger retired on reaching the age of 65, complying with the union's constitutional requirement that he step down at that age.

"I am glad we have Bob Martinez to fill the remainder of my term, which ends in 2017," he said. "That's when the IAM membership selects its president by general referendum."

At the time of his first election in 1997, Tom Buffenbarger became the leader of more than 700,000 active

and retired IAM members around the world.

The son of an IAM member, Buffenbarger got his own start almost five decades ago as a journeyman tool and die maker at GE's jet engine facility in Evendale, Ohio. He rose quickly in his union's ranks and made history in 1997 when he became the youngest IAM international president ever elected.

Through his 19 years of leadership, Buffenbarger has been a strong voice for good jobs, quality health care, fair trade and raising wages.

Always committed to fairness, organizing and winning, Buffenbarger bargained industry-leading contracts and amplified the voices of working people in the halls of power.

In the past five years alone, the IAM successfully negotiated collective bargaining agreements with more than 5,000 employers.

Fulfilling his commitment to diversity, the IAM now includes physicians, nurses and caregivers at Veterans Administration hospitals, limousine drivers in New York City, loggers in Oregon, tobacco workers in Virginia and Forrest Service employees across the United States.

Today's IAM Executive Council is among the most diverse in the labor movement, including men and women of African American, Hispanic and Native American heritage.

Buffenbarger said in retirement he will continue to advocate for North American working families by working to elect Hillary Clinton for president, repeal the so-called "Cadillac" excise tax on health plans and defeat the anti-worker Trans-Pacific Partnership.

He and his wife, Linda, live in Brookeville, Md.



## Community service in St. Louis

**T**he Community Service Committee of Local Lodge 949 in St. Louis, led by Cherie Martin, has been busy.

In January, they collected personal care items to distribute to the homeless. The committee raised \$250 through a raffle to purchase more items and assemble 45 kits.

The committee filled each kit with tooth brushes, tooth paste, granola bars, juice boxes, gloves, hats, raisins, water, jerky sticks and cheese crackers. Committee members then

traveled to downtown St. Louis and handed them out to individuals there on the streets. They also visited a downtown mission where they distributed more kits.

"A great big thank you goes to every employee who made the donations and bought the raffle tickets," Martin said. "Thank you to everyone who sold raffle tickets and assembled the kits."

"It was rewarding to see the expressions of delight and to hear the words of thanks from the recipients."