



142 OBSERVER

Spring 2019

Official Publication of IAMAW District Lodge 142



First-place winner in the 2018 IAM Photo Contest was “Early Morning Frost Spray,” submitted by photographer Robert Nolan of IAM Local Lodge 1681. The picture shows IAM members de-icing an Air Canada Airbus A320. The steam around the aircraft is from the Type 1 de-icing fluid heated to 80 degrees celsius reacting to the -20 degrees celsius ambient outside temperature.

IAM Photo Contest is open for Submissions!

See page 3 for details!

Congratulations to DL 142 member Lisa Ferm of Local 2339N, who won an honorable mention in last year’s contest (see photo at right).



District Lodge 142 member Lisa Ferm won an honorable mention in the 2018 IAM Photo contest with “Safety First,” her photograph of CommutAir Flight Attendant Karen Wood briefing a pilot in an emergency exit row. Both Ferm and Wood are members of Local Lodge 2339N.



Apply now for the DL 142 Annual Scholarship Competition!

See page 8

Public-sector workers showed professionalism and dedication during government shutdown

After the longest and most painful government shutdown in U.S. history, federal employees finally received a paycheck on Jan. 31, 2019. Thanks to the Government Employee Fair Treatment Act, they received back pay for the 35 days they were locked out of their jobs.

On Dec. 22, 2018, a budget impasse in the U.S. Senate interrupted the flow of funds to government agencies, causing them to close or reduce operations. This resulted in the furlough of more than 800,000 government workers nationwide.

The professionalism and dedication of federal employees was in full display as thousands of workers considered “essential” were forced to show up and perform their duties at work without any idea as to when they would be paid. Others whose duties were not deemed “essential” were told to stay home with no pay.

While some Cabinet members minimized the suffering that the political squabble was causing, the unions rep-

resenting federal employees and contractors, including the IAMAW and the National Federation of Federal Employees (NFFE), sprang to action on behalf of their members.

On the first day of the shutdown, the IAM’s Government Employees Department published basic information and guidelines for the membership as directed by International President Bob Martinez.

“Our members in the federal sector are once again dealing with the consequences of political squabbles in Washington,” Martinez said.

“These hard-working men and women deserve the support of our elected officials, not a shutdown during the holidays.

“We are using every resource necessary to keep our federal workers informed during this needless shutdown.”

Goiam.org documented the relentless pressure that IAM-NFFE leadership put on lawmakers, and how they mobilized allies to join the fight and speak out against the mistreatment of government employees.

Air Transport District Lodge 142
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Secretary-Treasurer's Report

By Ian Scott-Anderman

DL142 prepares for biennial convention in Pittsburgh, 'Cradle of Labor Movement'

I AM District Lodge 142 will host its biennial convention Aug. 27-29, 2019 at the Omni William Penn Hotel in Pittsburgh, Penn.

Pittsburgh is a wonderfully apt place to convene such an important assembly of labor leaders and activists.

Many have referred to this industrial city as the Cradle of the American Labor Movement, for good reason. Pittsburgh's factories, streets and railroads were the sites of some of the most significant conflicts in America's struggle for economic justice, from the great rail strike of 1877 to the Battle of Homestead of 1892 to the McKees Rocks strike of 1909.

Pittsburgh also is the birthplace of the American Federation of Labor, the Congress of Industrial Organizations and the AFL-CIO.

Today, Pittsburgh continues as the home of an active and resurgent Labor Movement, where steelworkers, hospital workers, casino workers, adjunct professors and fast-wood workers are joining together to demand a fair shake in the modern economy.

Built in 1916, the Omni William Penn Hotel, where the IAM District 142 convention takes place, is an elegant model of Old World charm, renovated to offer modern amenities. Located in the heart of Pittsburgh's

business district, it is just 18 miles from the Pittsburgh International Airport and is adjacent to the Pittsburgh Metro Rail system for those who wish to explore the surrounding area.

In addition to its sites of importance in labor history, Pittsburgh boasts many noteworthy museums, including the Heinz History Center, the Andy Warhol Museum, the Carnegie Museums, the Mattress Factory Museum and the Phipps Conservatory.

After the daily convention sessions, delegates and guests can stroll The Strip and enjoy fine dining, local eateries, bars and specialty shops.

A call letter and delegate registration forms will be mailed to the local lodges in the coming weeks.

District Lodge 142 looks forward to welcoming the 2019 delegates to Pittsburgh!



EAP Report

By Paul Shultz, EAP Chair

THINK before you speak!

We greet each other as brothers and sisters, but do we really mean it? (That's a rhetorical question.)

Yes, I think we do mean it, but do our actions always reflect this? Probably not so much.

Words are much more powerful than most of us know. An offhand comment on the shop floor that we may not think much about can cause unintended pain or anxiety. While that was not our intention, the negative impact can be long-lasting.

Writer Lee Colon suggests using the acronym T.H.I.N.K.

Before you speak, THINK...

T – is it True?

H – is it Helpful?

I – is it Inspiring?

N – is it Necessary?

K – is it Kind?

So, let's talk about this:

T. Is it true? Just repeating something that we have heard is how rumors get started. If we are talking about something an individual may have said, did we personally hear them say it? Are we taking it out of context? Are we telling the whole story?

There is a listening exercise that goes like this: A person whispers something to the person next to them

and the process is repeated around the room. The final version is usually quite different from how it started.

When this happens in the workplace, the results can be damaging to personal reputations and morale in general.

H. Is it Helpful? While what we are going to say may be true and factual, if it is going to cause pain or embarrassment for someone, does it really need to be said? Are we going to cause our listeners to be angry, anxious, or less comfortable because of our comments?

I. Is it Inspiring? If you are in a leadership position one of your obligations is to inspire and lift up those you are responsible to.

N. Is it Necessary? I believe this is the one that gets us in trouble more than any other consideration before we speak or act. Most of us have made an offhand comment or made a joke that in hindsight we wish we could take back.

As we said earlier, words are powerful, and once we speak there is no delete button. Once said, it cannot be taken back.

This is also very important when someone says or does something that angers or offends us. Is it a one-time thing that we can just ignore or is it something that needs to be addressed?

Often if we can just walk away from a situation, that is the best course of action. If we can avoid confrontation, not only is it good for us but it is also good for our sisters and brothers, because we have made the workplace a little more pleasant for everyone.

K. Is it Kind? We never want to intentionally cause another pain or embarrassment, and we feel bad when we do. Usually, there are several ways to say what we want to say. This is another case where what we may have thought was innocent and or funny was offensive or hurtful to someone.

When speaking, be mindful of your audience. Unless you know the person(s) you are speaking to, it is usually a good practice to avoid controversial topics.

Listening carefully to others can help us to avoid saying or doing the wrong thing. If you find yourself thinking about what you are going to say before the other person has quit speaking, you are not listening as well as you could be.

If you would like to talk about this or any other issue, the EAP may be able to help. Please contact me at (704) 907-3563 (cell) or send an email to: pm.shultz@att.net or pshultz@iamdl142.org.



Official publication of the
International Association
of Machinists and
Aerospace Workers,
District Lodge 142
AFL-CIO

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100% Union



President's Report

By Dave Supplee

District 142 pushes ahead in negotiations

Critical contract negotiations continue with nearly every carrier we represent.

It's unfortunate that Southwest, British Airways, American and Alaska are among those who continue to say "no" to our key demands, but we'll keep on keeping on because that's what we do. We won't rest until we reach fair and equitable contracts for our members!

Southwest

Discussions continued through February at Southwest Airlines headquarters in Dallas. These talks led to an "agreement in principle" on "reduction in force," and the company made its comments regarding the Scope of Agreement.

Further exchanges took place in the categories of Safety and Health, General and Miscellaneous, and Holidays and Flexible Time Off. We also responded to proposed language regarding Classifications, Overtime, Filling of Vacancies and Leaves of Absence.

The two sides had additional discussions focusing on Mandatory Overtime language. Our Southwest Negotiations Committee knows Mandatory Overtime creates quality of life issues, which remain a great concern.

Bargaining sessions with Southwest are continuing into March and April.

American

Negotiations continued in Atlanta in February, and the Executive and full Negotiating Committees worked together at each step of the process. (For details, please see GC Sean Ryan's report below.)

For over three years, American leadership has made us promises of industry-leading contracts. The time is now to deliver on those promises.

Alaska

The joint Alaska Airlines Negotiating Committee continued negotiations in Seattle with Alaska management in February.

The discussions focused mostly on the Scope protections of the COPS and RSSA agreements. The two sides have a fundamental disagreement over the issue. The company wants to protect jobs while making no provisions for protecting work — the very work that our members perform in award-winning fashion, each and every day.

Our members' Negotiating Committee, however, understands that without work, there is no job to protect. (For details, please see GC Jeffrey Tobias' article on page 7.)

In these and other negotiations, we must continue the fight of our careers. I'm confident we can prevail by standing together as one, in solidarity, to preserve our jobs and our livelihoods.

About the government shutdown...

Politicians must not be allowed again to use workers as pawns to get what they want, as we saw happening during the recent government shutdown.

The IAM proudly represents thousands of federal contract workers who provide critical services to several government agencies, from NASA to the FAA. They are hard-working and dedicated employees who were forced to bear too much of the burden of an unnecessary battle in Washington, D.C.

These men and women work side by side with their government counterparts, motivated by the same goals of public service and safety. Yet they were never given compensation for lost income as many federal workers were.

Our members still have to deal with catching up on mortgages, student loans, school tuition, car loans, health care premiums, day care and many other financial obligations.

Please tell your representatives in both houses of Congress to protect our members and other federal workers and contractors from this sort of abuse in the future.

JCBA negotiations at American enter a fourth year with little progress

By Sean Ryan, GC

Joint Collective Bargaining Agreement negotiations at American have gone into a fourth year.

The TWU/IAM Association is bargaining toward agreements for Mechanic & Related (Mechanics, Stores & Maintenance Control), as well as Maintenance Training Specialists and Fleet Service.

The negotiation committees began the year with National Mediation Board Mediators joining the talks. So far, we have had four mediated sessions with very little progress.

The issues remaining are Scope, Health Insurance, Retirement, Wages and Profit Sharing.

Although all of these "big five" economic issues are important, American has taken a hard line in Scope.

Scope = Jobs. American wants to outsource thousands of good high-paying jobs to foreign countries.

This is an absolutely absurd position to take at the bargaining table. As the world's biggest airline making the most money, American has stated publicly that "We will never lose money again!"

The Association Scope proposals have a near-zero cost to the company, since it covers work we are performing today, yet company's negotiators continue to insist we concede and give away that work.

After years of bankruptcies and concessions, our members and their families are the ones who put this airline in the position to generate record profits and reward the company officers with tremendous salaries and stock options!

The time is now for American to pay back our members and their families for their sacrifices and provide the industry-leading contract in all facets that has been promised by Doug Parker and his leadership team.

Failure to do so will certainly lead to long, hot and contentious summer!



Calling all photographers

The 2019 IAM Photography contest is now open, so get out your cameras or smartphones and start snapping some pics.

Submit your pictures of IAM members in their workplace, union function or performing community service for a chance to win a cash prize have your photo featured in the 2020 IAM Calendar. Entry deadline is April 1, 2019.

Two dollars from each calendar sale is donated to Guide Dogs of America.

Download the Official Call and Entry forms at goiam.org.

Visit the IAM Contests webpage for information on all the IAM Communications Department's contests.



Ground Safety Report

By Brian Szolodko and Ron Miller

Don't be a distracted driver

Brothers and sisters, recent events show us that our solidarity is as important as it has ever been. With spring approaching and the improvement in the weather, it will be easy to let our guards down. We must look out for each other, both at work and at home.

There is something that is always happening around us, and all of us can be guilty of it from time to time. I'm talking about distracted driving.

At our latest Ground Safety Training Conference hosted by the Joint Air Transport Safety Committee at "W3," the IAM's William W. Winpisinger Center in Maryland, we had Andy Pilgrim join us as a speaker.

Traffic safety

Andy is a professional race car driver who drove two seasons in the NASCAR Busch Series. Among his many other accomplishments, he raced several times in the 24-hour race at Le Mans. So to say that Andy knows about driving is an understatement.

What some of us don't know is his dedication to traffic safety. He founded the Traffic Safety Education Foundation, a nonprofit dedicated to helping turn the tide in traffic deaths.

As many of you know, it can be as perilous driving to work as it is driving on the ramp, if not worse.

After hearing his presentation, I'd like to share some of his thoughts for your consideration.

Driving is something we should all take very seriously. It is one of the things most of us do on a daily basis that can kill or injure ourselves, our friends, our family and even people we don't know.

Despite this fact, people choose to let distractions take over their driving more and more. We need to adapt to and accept the reality that our ramps and roads are more dangerous than perhaps ever before.

All drivers need to see and recognize the signs when someone around them is driving in a distracted manner. On the road, these signs can include: a vehicle wandering in and out of its lane or wandering within the lane, a vehicle not keeping up with the flow of traffic or not moving for many seconds after receiving a green light, a vehicle turning with no signal or a vehicle accelerating and decelerating erratically.



On the ramp it can be even more confusing due to the constant buzz of activity around aircraft. There times where there are no road markings, equipment is out of place and blocking visibility, people are walking out from behind or from around aircraft and equipment, and vehicles are not like our personal vehicles.

These are only a few examples. I'm sure if you take a moment to chat with your brothers and sisters you can come up with more, and wouldn't that be a great way to raise awareness?

Is it fair we have to watch out so diligently for these awful drivers? No, but adapting and paying full attention beats getting into a collision with these people.

Distracted drivers

Arguably, the most dangerous change in recent

years has come with drivers using their smartphones while driving and combining that with some other distraction. Many fatigued drivers, eating and drinking drivers, drivers with passengers and drivers under the influence of alcohol or drugs use their smartphones while driving. Even drivers using GPS use their smartphones at the same time to text and talk.

All this means we all have to adapt to even more distracted drivers than before.

I hope all of us take this information to heart. Things have changed over the past few years on U.S. roads in a deadly way. Traffic deaths and injuries are increasing every year and drivers who choose to operate, look at or talk to their smartphones while driving are a massive threat to everyone's safety.

As Andy points out, those people in the car with us can be an extra set of eyes, and it's in their best interests to contribute to the safe trip.

Those in the vehicle with us also learn from us. Sometimes, a loved one or a new hire gets his or her education in driving from a pamphlet or a video. We owe it to them to ensure that future generations of our brothers and sisters can have a safe and healthy work and home environment

We all want to go home in as good as, or better, shape than we were when we left.



Have you moved?

Keep DL 142 up to date with your current contact information!

www.IAMDL142.org/contact-us/

Ground Safety Conference

Don't miss out on the 2019 Ground Safety Training Conference, Sept. 4-6 at "W3," the IAM's William W. Winpisinger Center at Placid Harbor in Maryland! Our goal is to have at least one Ground Safety Representative from each local lodge.

Please be sure to register early, because we always have several members on the standby list. All registrations from your local lodge must be received by the District office no later than Aug. 1.

IN MEMORIAM

Remembering union leader Carol Gerrato Creamer

Longtime IAM leader Carol Gerrato Creamer died on Oct 18, 2018, after a long illness.

The Long Island native began her career at Pan American Airlines. She transferred over to the Telecommunication Department at British Airways, which at the time was represented by the Communication Workers of America. Under the tutelage of Morton "Morty" Barh, Creamer participated in organizing campaigns for the CWA.

Recognizing that British Airways' U.S. airport staff members belonged to the IAM, the largest union representing airline employees in the country, she took the lead in discussions between the IAM and the CWA. The parties agreed that the IAM would assume responsibility for the CWA-negotiated contract on behalf of the Telecommunication Department.

A new leader

After the Universal Transfer was completed, she was asked by the IAM Grand Lodge to take a leadership role in establishing a new IAM local lodge for the foreign flag carriers in New York City.

The new unit, Local Lodge 2656, was given its charter on April 1, 1978. Creamer was installed as its president in a ceremony at the offices of the IAM Eastern Region in New York.

Under the direction of General

Chairperson Wally Haber of District 100, she gathered members of her local lodge with union-minded Reservation Agents at British Airways to organize Assistant Sales and Cargo Representatives, Ticket Sales Office Agents, and Customer Relations Representatives.

It was a rough haul that took a few years, but the IAM finally won. In March 1982, the new IAM/BA members were installed into their respective local lodges across the country. In New York City, the new IAM members joined Creamer's IAM Local Lodge 2656.

As chairperson of shop stewards nationwide, she had a vital role in procuring a first contract — a contract that was plagued by a company bent on destroying the unity that Creamer fostered with the members during the organizing process.

Her spirit, energy and belief in unionism were evident during more than three years of protracted first-contract negotiations.

Creamer subsequently negotiated and directed IAM/BA contracts until she retired from British Airways in 1999.

As president of Local Lodge 2656, she also instructed, advised and guided other airlines' negotiating teams. She researched and prepared for arbitration presentations in which she was a witness, winning many key cases.



Carol Creamer

Carol Creamer served 34 years as president of Local Lodge 2656. At the height of its membership, the lodge represented foreign flag carriers served by Districts 100, 141, 142 and 146.

In addition, she trained and mentored shop stewards and chief shop stewards in leadership skills and the grievance process. She informed members about the structure and history of the IAM and kept members up to date on union developments.

Skyline

Creamer was the co-editor of Skyline, the lodge's periodical, and walked with picket lines, protest marches and parades as needed.

During her career, she also advocated for the Winpisinger Education Center, sending shop stewards and chief shop stewards there for training.

She worked on District organizing drives at Northwest Airlines and TWA, and was a delegate to Transportation Conferences and Grand Lodge conventions.

At District 142, she was vice president for international carriers and was appointed to the MNPL Committee.

Carol Creamer was an early advocate of women's rights. She supported women in union leadership roles and worked for the election of women to government offices. She was an active member of the Coalition of Labor Union Women, where she served as a conference delegate. She was also a delegate to the New York City Central Labor Council and remained active there after her retirement from British Airways until Local Lodge 2656 was subsumed into Local 1894 in 2012.

She will be remembered for the time, energy and expertise she willingly gave and for her tireless commitment to unionism and its principles of equality, justice and dignity for all people. She also will be remembered for her loyalty to the Yankees, her home team, and for her wry, teasing sense of humor.

Carol Creamer was preceded in death by her husband, Patrick Edward Creamer. Donations in her memory may be made to Guide Dogs of America.

Editor's note: Bill Freiberger's in memoriam feature is planned for the next issue of the *Observer*.



Spring into action

By Jason McAdoo
Alaska Airlines

The days are growing longer and the sun is starting to thaw some of us out. The darkness and cold that holds me to my couch and fills my freezer full of pizza rolls will soon retreat from the approaching light and heat.

Many say spring is a time for new beginnings, so maybe it's a good time to follow Mother Nature's example and start anew.

We all know we should be active, but honestly, most people today are balancing so many things they feel there just isn't enough time in the day to be active.

The American Heart Association recommends 150 minutes of moderate exercise each week, which breaks down to 21.4 minutes a day over seven days. If you want to give yourself two days off, then it's an even 30 minutes a day.

For some that seems like a lot of time to carve out of their day, but let's be honest, we probably spend more time on social media or bingeing on Netflix.

It is easy to overlook spring as the perfect time to jump into gear and get active, but it has a few things going for it.

For one, it's not too sunny or too hot in most of the country. You should easily be able to layer yourself and remove items as needed if you get hot.

If you're getting active outside, then each day you will likely be rewarded with the ever-changing scenery as the plants and animals bounce back from the doldrums of winter.

If you're a sports fan, the only major sport not in season is football. What better time to get outside and try to copy your favorite player's signature move on the field or court? Just be sure to warm up first.

If you are the type who likes to stay inside and watch Netflix, consider a stationary bike or treadmill. If you walk or bike for an entire season of your favorite show, you might even be ready for a slow-motion running scene on the beach, Baywatch style.

No matter what you do or how you do it, try your best this spring to get active for 20-30 minutes a day. Don't be afraid to start small. Maybe just walk the block today and go for two blocks tomorrow. Over time, if you stick with it, I bet you will go for longer times and more rigorous activity.

Set a goal and try your best to hold yourself to it. If you get off track, don't sweat it, just start again tomorrow.

I'm fully aware all of this is easier said than done, but there is no better time than NOW to spring into an active

Tow bar breakage, Part II

By Brian Simonson
Hawaiian Airlines

In our last installment, the company was experiencing a rash of tow bar breakage. That issue is unresolved as we continue to see a trend in shear pin damage.

While shear pins are designed to break (shear), they seem to be breaking at an alarming rate.

The company is conducting an investigation with the vendor and its parts supplier into the possible causes (metal fatigue, substandard metal, etc.) of this recent series of incidents.

If you are assigned to tow or push an aircraft, be sure to inspect your equipment. When in doubt, have it checked out.



Estona Middlebrooks

ExpressJet ASAP Team Member Estona Middlebrooks has been a Flight Attendant with ASA/ExpressJet for 26 ½ years. In addition to her job title, she describes herself as a “wife, mother, grandmother, business owner and college student.” Middlebrooks is also a politician. She served as the mayor of her home town before moving to Social Circle, Ga.

In her years as a Flight Attendant, she served as president of her union (AFA at the time) and an Inflight Instructor for initial and recurrent training. She attended Civil Aerospace Medical Institute (CAMI) training with the FAA in Oklahoma City. She also went to the investigation scene of an accident in Carrollton, Ga. and served on the Human Factors Team with the FAA.

“I look forward to working for and representing our Flight Attendants on the ERC team,” she says.

Welcome, new ERC members!

In 2018 the ExpressJet ASAP Event Review Committee (ERC) never had a moment’s rest. We had almost 100 ASAP reports systemwide. The top three ASAP categories with the most reports were equipment issues, station issues and passenger noncompliance.

The 2018 ASAP reports were productive and informative, but we want 2019’s ASAP reporting to be even better!

The company gets a large volume of Irregular Operations Reports (IORs) and many are safety related. We need members to report those safety related IORs to ASAP as well, so we can make sure the IAM ERC members are able to track issues and ensure corrective action is taking place to ensure the safety of our membership.

In addition to the work we did in 2018, we all know our

company has experienced drastic changes and our committee is not immune. We have also experienced many changes. We now have new members who are a part of our ASAP Event Review Committee (ERC) who will represent the IAM members for ASAP alongside the company and the FAA.

Our new committee consists of a group of ERJ and CRJ who have a combined total of 72 years’ experience in the airline industry. This wealth of knowledge from inside and out of the cabin gives our members the best possible representation on the ERC. These ladies currently fly the line as well!

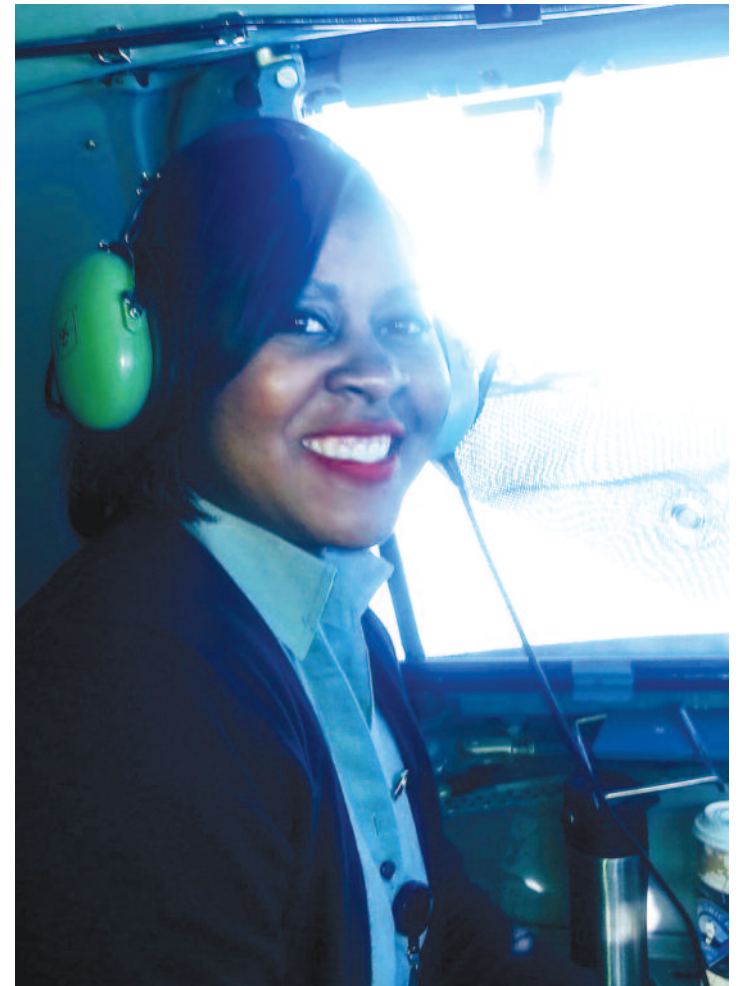
Let’s welcome the members of your new IAM ExpressJet ERC.



Kari Hebert

ExpressJet ASAP Team Member Kari Hebert is a grievance rep for ORD. She hired on with ExpressJet in April 2010 as one of the 100 Flight Attendants to open the ORD base in May of that year. In 2012, she became a LOFT instructor. Kari joined the ERC/ASAP team for ERJ in 2018.

Kari is a native of Houston, Tex. She moved to Austin Texas in 2007 after graduating from Prairie View A&M University with a degree in Management Information Systems. In 2016, Kari moved back to Houston, but you’ll most likely find her at her second home in Atlanta. In her spare time she travels the world and studies homeopathy as a hobby.



Debby Tucker

ExpressJet ASAP Team Member Debby Tucker has been a Flight Attendant with ExpressJet since 2005 and has been serving members through the IAM since 2016.

It began when she was invited to an IAM local lodge meeting. Soon afterward, she became chairperson of the Human and Women’s Right Committee and Teller for the lodge.

Tucker served two years as a Grievance Representative in Houston and is currently part of the Fatigue Committee. She is interested in the IAM Flight Safety Committee.

She became the Secondary of the ERC for ERJ ASAP, later becoming Primary. She also serves as the Coordinator for the Flight Safety Committee.

Tucker is certified to investigate crash and accident sites and is part of the Critical Incident Response Team.

Debby Tucker is a native Texan and a die-hard Houstonian. She’s the proud mother of her only son. In her spare time, she volunteers as a Guardian Ad Litem for more than 6,000 children in Harris County CPS custody and occasionally teaches special-needs children with therapeutic horsemanship activities.

“I believe unions are a vital necessity,” she says. “They form comfortable workable conditions and provide a common purpose for the employee within the company.”



Randi Bowman

ExpressJet ASAP Team Member Randi Bowman has been a Flight Attendant with ASA/ExpressJet for 22 years. She is a wife, mother and business owner.

Originally from Tyler, Texas, she moved to Atlanta when ASA closed its bases in Dallas and Salt Lake City. She was based in ATL for 13 years and then moved to ORD, commuting via HSV, BHM or ATL. Her husband’s job recently relocated the couple to Henagar, Ala.

“I look forward to working for our Flight Attendants on the ERC team reviewing ASAP and Fatigue reports,” Bowman said.

Flight Safety Report

By John Hall, Flight Safety Director



Mistakes, by the numbers

There have been some changes going on at ExpressJet, and as a result the ASAP Event Review Committee (ERC) has some new members.

Debby Tucker (Primary) and Kari Hebert (Alternate) continue as the ERC members for the ERJ ERC. Estona Middlebrooks (Primary) and Randi Bowman (Alternate) are now the new ERC members for the CRJ side.

PSA Lead Mechanic Steve McNair (CLT) was recently appointed as the new Alternate member of the ERC.

Mitch Worthington (LAX) is a new member on the American (AAL) ERC for the Legacy US Airways (LUS). Mitch primarily covers the western territory.

The number of AAL ASAP reports for LUS are up. In 2015 the LUS group had a dismal total of 27 reports for the year. In 2018 we received 182 reports from LUS members.

This seven-fold increase is due to the commitment from senior management, coupled with Bud Brown (CLT), the FAA and the ASAP Manager doing station visits to educate and promote the program. The next round of ASAP "road shows" are now being scheduled for the West Coast.

I have noticed several ASAP reports that are seemingly unrelated. Yet when these issues are boiled down to their core, you'll find that the root causes are similar. They all came from different stations, shifts and work groups.

- A mechanic was assigned a job card to repair a thrust reverser on Aircraft 560. He accomplished the task and stamped off the job card and the parts tag and signed off the logbook. After all of this, he then entered all of the information in the computer under Aircraft 650.

- A mechanic was tasked with replacing the forward right door slide for time. He went out and found the requested s/n slide mounted on the forward left door. He replaced the forward left door slide and in-

stalled the new one with serial number 4623. The following week, Planning issued another item to replace the forward left door slide s/n 4263 for time. The mechanic went ahead and replaced the forward left door slide s/n 4623.

- A mechanic needs loctite p/n 00-0602-3-0012 to

Having me tell you to just slow down is not helpful. By making yourself aware of how and why, hopefully, you'll slow down and ensure the accuracy of your work on your own.

finish a job. He orders it, but it has to be shipped from another station. The stock clerk pulls the part, boxes it up and ships it to the downline station. When they open the package, they find a small can of paint p/n 00-0602-3-0312 instead of what they ordered.

These are a few examples of human factors. In these cases humans had interacted with numbers, poorly.

When we are working on an aircraft, our minds are focused, especially if we are troubleshooting or doing a complex procedure. Our brains are also multitasking. We are thinking about aircraft delays, other work assignments, an uncomfortable position, temperature, inadequate lighting, weather etcetera.

The more minutiae we have running in the back-

ground, the faster our brains are running. After the task has been completed, we begin to do the paperwork and computer entries. The brain recognizes these as mundane tasks and subconsciously begins slowing down. Absent a glaring mistake we can miss a transposed number, or in the case of a complex string of numbers the brain may not register a different number in the middle.

When I contacted Dr. Bill Johnson about this issue, he reached out to a colleague of his at the Civil Aeronautic Medical Institute in Oklahoma City. Kylie Key, a cognitive psychologist, said:

"There are two ways of perceiving things. Top-down processing is where you know what you expect to perceive and your brain fills in the blanks. You perceive what you expect to.

"Contrast this with bottom-up processing, where you perceive things in real time and make sense of them. Top-down is more efficient and it's how people process things most of the time, but it can lead to errors."

There is another way that can lead to a clerical error. It is known as a "working memory" issue.

The amount of information we are able to hold in our working memory at one time is limited in capacity, and information can be forgotten if it is not rehearsed. The result is that people can remember the numbers, but especially if their working memory is already at capacity due to multitasking and other environmental factors they may not remember what order the numbers are supposed to be in.

Think of being told a telephone or part number and then writing it down. We'll get it right most of the time, but sometimes we don't.

Now we know there is a problem and why it can happen. How do we prevent it or least lessen its recurrence?

Having me tell you to just slow down is not helpful. By making yourself aware of how and why, hopefully, you'll slow down and ensure the accuracy of your work on your own.

Alaska Airlines update

By Jeffrey Tobias, GC

"Where are we?"
 "How is it going?"
 "When will we be done?"
 "What can I do?"

These are the questions most asked of the Negotiating Committee by you, the members, regarding COPS and RSSA contract negotiations with Alaska Airlines.

So, where are we?

We opened in August 2017 with Alaska Airlines Management, seeking changes to our COPS and RSSA agreements. These changes covered such areas as work protections, wages, insurance benefits, retirement and much more. To date,

every topic presented during our "openers" has been discussed.

OK, how is it going?

While several topics remain open, the major sticking point is outsourcing. More specifically, the company wishes to retain the right to outsource our work. As can be imagined, we disagree with the company's stance and believe that the work we do today is ours.

What good is every other benefit in the COPS and RSSA contracts if we have no work to perform? No work equals no job. No job equals no paycheck.

Fine, but when will we be done with negotiations?

Contract negotiations are a lengthy process. The Railway Labor Act, the federal law that governs union/management relations, is de-

The easiest thing for all of us is to stick together.

signed to force us to voluntarily settle all disputes, including negotiations. By design, the law intends for us to take our time to reach the right agreement, not just a quick agreement.

Then, what can I do?

The easiest thing for all of us to do is stick together. Collective bargaining was brought about because it was easy to divide and conquer; if we are all on the same page, as one entity, it is much harder to break us.

For example, take one stick and break it over your knee. It's quite easy. However, try breaking 25 sticks bundled together over that same knee. Much harder.

The same can be said with our negotiations: When we stick together, it's harder to break us.

If you wish to do more, talk to one of your shop stewards, chief shop stewards or shop committee members.



Louis L. Gray – Robert M. Moore – Frank Score 2019 Memorial Scholarship Awards

District Lodge 142 International Association of Machinists and Aerospace Workers

Rules and Regulations

AWARDS – The 2019 awards will consist of one (1) First Prize of \$2,500 and several \$1,000 scholarship awards. Awards may be used for tuition only and will be paid directly to the college or accredited institute of higher knowledge at which the awardee is accepted.

ELIGIBILITY – The Essay Competition is open to members in good standing of District 142 as of Feb. 1, 2019, who are not former recipients of a District 142 Scholarship Award and to 2019 graduating high school seniors who are legal children of members in good standing of District 142 as of Feb. 1, 2019.

TIMETABLE – The Essay Competition opened Feb. 1, 2019 and will end at midnight, March 31, 2019. Winners will be announced May 1, 2019.

ESSAY RULES – The subject of the Essay will be: **“DESCRIBE THE INCOME INEQUALITY CRISIS IN AMERICA AND WHAT CAN BE DONE ABOUT IT.”** The Essay must be less than 1,000 words and must be typewritten on 8 1/2 x 11 paper. The title must be placed at the top of the paper. Entrant’s name or any other identifying marks will not appear on the Essay paper. A bibliography of sources for the Essay material must be attached to the Essay. All work must be the sole work of the entrant.

HANDLING – All Essays received become the property of District 142 and

may be printed in the future using the contestant’s name. Upon receipt, Essays and application forms will be separated and numbered only for judging purposes. The Scholarship Committee will match winning Essays to the appropriate application. The winners will be screened by the Scholarship Committee.

JUDGING – The judges will be selected annually by the Scholarship Committee. They will not be members of District 142. The decisions of the judges will be final. Essays will be judged on grammar, syntax, style, organization and content.

DISQUALIFICATION – Entrants must comply with all rules regarding the scholarship competition or be subject to disqualification. Disqualification will be decided only by the majority vote of the Scholarship Committee and will be final and binding. Any information supplied by entrants found to be untrue will result in disqualification.

APPLICATION – Fully completed application forms must accompany all Essays. All applications must be sent by U.S. Mail to District Lodge 142 IAMAW, 400 N.E. 32nd St., Kansas City, MO 64116, and **postmarked no later than midnight, March 30, 2019. The word “SCHOLARSHIP” must be written in the lower left-hand corner of the envelope used to send in all entries.**

Tear off and mail this portion with your essay

2019 APPLICATION FORM

DISTRICT 142 MEMORIAL SCHOLARSHIP AWARDS — COMMEMORATING LOUIS L. GRAY — ROBERT M. MOORE — FRANK SCORE

Entrant's Name (Mr. or Ms.) _____ Entrant's SS# _____

Entrant's Address _____ Entrant's Email _____

Entrant's Phone No. _____ College or School to be attended _____

Entrant's Signature _____

IF A CHILD OF A MEMBER OF DISTRICT 142 LIST:

High School Graduating From _____ Graduation Date _____

High School Address _____

MEMBER INFORMATION:

Name _____ Card or Book No. _____

Address _____

Phone No. _____ Employer _____

TO BE COMPLETED BY FINANCIAL SECRETARY OF LOCAL LODGE:

Verification Statement: _____ is a member in good standing of Local Lodge _____ and of District 142 as of Feb. 1, 2019.

Signed by:

(SEAL)

Local Lodge Financial Secretary