



142 OBSERVER

Winter 2010

Official Publication of IAMAW District Lodge 142



Inside this issue...

NMB rule change is historic opportunity for labor unions

A rule change proposed by National Mediation Board (NMB) would dramatically increase the chances of retaining retirement benefits and seniority rights in IAM contracts.

The NMB is considering a request from the AFL-CIO to allow representational elections to be decided by a majority of workers who cast ballots.

If approved, the move would be a dramatic improvement to the rules governing union elections for airline and railroad employees.

Under the proposed rule change, union representation elections would be determined in the same way that

American voters choose their presidents, senators and state legislators — by a majority of voters who choose to cast ballots.

By contrast, current election rules count non-voters as “no” votes and dramatically increase the possibility of decertification, giving employers the opportunity to unilaterally dictate wages, benefits and working conditions in an “at will” environment.

“The proposed rule change is especially significant given the strong prospect of additional consolidation in the airline industry,” Transportation GVP Robert Roach Jr. said.

Please see page 8



Tom Higginbotham

President and General Chairperson

President's Report

Team will help members in disasters and economic disruptions

committee will consist of District 142 specially trained members who will come to the aid of other union members in times of professional and personal crisis.

Whenever and wherever they are needed — natural disasters, mass layoffs, station or office closures, etc. — our Community Services Committee will be dispatched to the scene to provide assistance to those who need it.

This committee is based on a simple and fundamental principle: When people are in trouble, they need their own people to talk to for help. The best help they can get is from their peers, who understand their needs better than anyone else.

In recent years we have done what we could to help our union

Please see page 2

District Lodge 142 is a lot of things: an agency for collective bargaining, an advocacy group for causes of concern for working people and much more.

We're also a family — a big union family based on mutual support and solidarity. When we address each other as “sisters and brothers,” we are drawing from a tradition as old as trade unions.

In that spirit, I am proud to announce the launching of the Air Transport District Lodge 142 Community Services Committee.

When it is fully formed, this

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

EAP Report

By Paul Shultz, EAP Chairperson

There's a cure for the wintertime blues

*Will I ever see the sun again?
Is it ever going to get warm again?
I don't think spring will ever get here!
Will the holiday bills ever stop?*

You feel tired all the time, even though you are sleeping much more than usual. You feel sad for no reason, empty and/or disconnected. Nothing seems fun, you have cabin fever and yet you don't feel like doing anything.

You may have the mid winter

blues, also called seasonal affective disorder (SAD).

While wintering in Maui would probably take care of all your symptoms, that may not be an option.

Some other things you can do to combat the winter blues include:

- Take a brisk walk outside when possible.
- Let as much natural light as possible into the room.
- Interact with other people.
- Do something creative.
- Eat a well-balanced diet with plenty of fruit.

- Get plenty of exercise.
- Keep a positive attitude. If you can't go to the beach physically, go mentally.
- Do something nice for someone less fortunate than yourself.
- Avoid overindulgence of alcohol.

For help with SAD or any other personal problem, contact your local IAM/EAP coordinator or contact District Lodge 142 EAP Director Paul Shultz at (704) 907-3563.



President's Report

Team will help members in times of disaster, disruption

Continued from front page
sisters and brothers cope with natural disasters like Hurricanes Ike and Katrina and economic disasters like the closures of reservation centers. Now we will have a special team in place to provide this aid with greater speed and with greater effectiveness.

The services provided by the

Community Services Committee will differ from those offered by our EAP specialists, who deal with personal issues like mental health, divorce, alcoholism and drug addiction. The new committee will help union members get emergency housing, food and other kinds of aid they will need to recover from disasters and major economic

disruptions.

If you are interested in joining the Air Transport District Lodge 142 Community Services Committee, please send a letter of interest to the District's office, 400 N.E. 32nd St., Kansas City, MO 64116, no later than April 16. We will then contact you with more information about the application and training process.

We are looking for candidates who care deeply about others. Some may have experience volunteering with the

Red Cross, while others may have helped out at their local church or food pantry, but the underlying human need to help others must be there.

For those who are selected to join this elite team, the Air Transport District Lodge 142 Community Services Committee is an opportunity to be at the center of the action, helping their union sisters and brothers put their lives together in the most difficult of circumstances.

That's what "family" is all about.

Upcoming Events

Flight Safety Conference

April 13 and 14, 2010

Flight Attendants Conference

May 11 and 12, 2010

Southwest Steward Conference

Dates to be determined

William W. Winpisinger
Technology and Training
Center, Placid Harbor, N.Y.



Stay informed!
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Union Plus
**HELP FOR
HAITI**



HAITI NEEDS YOUR HELP, DONATE TODAY!
Your donation will be matched dollar-for-dollar, up to \$100,000 total.

How does Help for Haiti work?

Union Plus will match individual donations made to the AFL-CIO Solidarity Center's Earthquake Relief for Haitian Workers' Campaign dollar-for-dollar, up to \$100,000 total.

So, Union Plus will double my donation?

Yes. Your donation will automatically be doubled, turning \$1 into \$2 or \$100 into \$200 to help the Haitian people.

Do I have to do anything to have my donation matched by Union Plus?

No, Union Plus will automatically match your donation with the Solidarity Center. You do not need to submit anything in addition to your donation or participate in a Union Plus benefit program.

Where can I donate?

Make donations at UnionPlus.org/Haiti. You can also send a check to: Solidarity Center Education Fund, Attn: Jean-Marie, 888 19th Street, N.W., Suite 400, Washington, DC, 20005. Please designate "Earthquake Relief for Haitian Workers" in the memo line of the check.

Do I have to donate by a certain date?

No. But once we've matched \$100,000 in donations the campaign will end.

Is my donation tax deductible?

Yes. The Solidarity Center Education Fund is a tax-exempt charitable organization under Section 501(c)(3) of the Internal Revenue Code. A new tax relief law allows people who contributed before March 1, 2010, to charities providing earthquake relief in Haiti to take a tax deduction for the contribution on their 2009 tax return instead of their 2010 return.

What's the AFL-CIO Solidarity Center?

The non-profit Solidarity Center is an AFL-CIO partner organization that supports programs and projects aimed at advancing worker rights and promoting broad-based, sustainable economic development. The center's Education Fund works with unions and community partners to respond quickly to natural disasters and aid isolated workers.

How will my donation to the Solidarity Center's Earthquake Relief for Haitian Workers Fund be used? Donations to the Solidarity Center will mostly go to distributing immediate life-saving relief supplies including food, clean water, medical supplies, blankets and tents to all survivors. After immediate needs are met, the Solidarity Center will provide assistance to Haitian unions as they provide basic necessities to their members.

Double your
donation now at
UnionPlus.org/Haiti



Secretary-Treasurer's Report

By Dave Supplee



Members put to work at the District Convention

In the last issue of the *Observer*, we reported on the guest speakers at District Lodge 142's 2009 convention. Now it's time to describe the work that was done by the delegates themselves.

We asked the delegates to help map our journey for the next two years. We did that by assigning breakout rooms for five of our District committees to meet.

The District has several working committees: Legislative, Communications, Education, Ground Safety and Flight Safety. The delegates were given the choice of which committees they would like to join.

Prior to the break-out sessions, each committee leader reported to the entire convention on his or her committee's work since the previous convention. This laid a foundation for the delegates to build on during their break-out sessions.

During the sessions, the delegates discussed what they felt the members needed and how to expand the role of these committees. Each committee selected a secretary to take notes, and at the end of the session the delegates approved a new report that would be read to the convention.

In these reports, the committees included action items that should be accomplished prior to the next convention. More information will be coming in the *Observer* from the indicommittees on their progress on their action items.

The District's Executive Board thanks all of the

delegates for their work on these committees. Our goal in this process is to get our members more involved in the running and direction of our District over the next two years.

One of the final pieces of business for the delegates was handling eight amendments to the bylaws. Six of the proposals were adopted by the delegates. The revised bylaws will be mailed to all locals once they are received from the International.

Dues changes

By now, almost everyone has noticed a change in the dues structure. Your dues are a combination of three major per-capita taxes.

The International has the largest adjustment, based on the entire union membership's hourly rate change from the previous year. Last year, that increase was 5.31 per cent, so the per-capita rate increased by 5.31 percent to \$28.14.

The next portion of your dues is the District per-capita. Our District per-capita is 70 per cent of the International rate, so any increase of the International will result in an increase in the District amount, which is now \$16.95.

The remaining portion goes to the locals. After the Constitution change at the 2008 Grand Lodge convention, many locals changed the way they determine the dues rate. Many lodges went to a formula of International-plus-District per-capita plus a fixed amount. This results in an increase in the dues you pay monthly.

Other local bylaws state that any increase in International and/or District per-capitas will result in an equal increase in local dues.

Please check your local bylaws or speak to your local secretary-treasurer to learn which process your local uses.

Louis L. Gray - Robert M. Moore - Frank Score 2010 Memorial Scholarship Awards

District Lodge 142

International Association of Machinists and Aerospace Workers

RULES AND REGULATIONS

AWARDS - The year 2010 awards will consist of \$1,000 scholarships. 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 February 1, 2010, who are not former recipients of a District 142 Scholarship Award and to 2010 graduating high school seniors who are legal children of members in good standing of District 142 as of February 1, 2010.

TIMETABLE - The Essay Competition will open February 1, 2010 and will end at midnight, April 30, 2010. Winners will be announced June 30, 2010.

ESSAY RULES - The subject of the Essay will be "HOW HAS THE FACE(S) OF LABOR CHANGED IN THE LAST 50 YEARS AND WHY?" 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 selected by the Scholarship Committee.

JUDGING - The judges will be selected annually by the Scholarship Committee. They will be comprised of scholars and leaders in the labor movement who are not 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 made 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 Street, Kansas City, MO 64116, and postmarked no later than midnight, April 30, 2010. 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.
2010 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 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 February 1, 2010

Signed by:

(Seal)

Local Lodge Financial Secretary





Members @ Work

Las Vegas

Local Lodge 845





US Airways members: Use your 'cheap' insurance policy, ASAP!



US Airways' Aviation Safety Action Program (ASAP) encourages employees at air carriers and repair stations to report safety information that might help identify potential precursors to accidents.

Under the ASAP, safety issues are resolved through corrective action rather than punishment. It also provides for collection, analysis and retention of safety data. These data are used to develop corrective actions for identified safety concerns and to educate people on how to keep these problems from recurring.

One of the common misconceptions is that if you fill out an ASAP form you are admitting you have done something wrong. In fact ASAP is "cheap insurance": If you go out and buy car insurance after you've had an accident, the insurance company is not going to cover that accident. Yet we all have car insurance just in case we are in an accident.

The same goes for ASAP. If you suspect or are told that a possible safety violation has occurred, you have 24 hours from that point to get your "insurance" and it will be covered.

Here are the rules:

1. Submit the ASAP within 24 hours of the moment you became aware of the issue.
2. An alleged violation must be inadvertent and must not appear to involve intentional disregard for safety.
3. The reported event must not appear to involve criminal activity, substance abuse, controlled substances, alcohol or intentional falsification.

In closing, don't get on your high moral ground and say, "I'm not filling out an ASAP because I didn't do anything wrong." It is true that you are innocent until proven guilty, but you still might have to go through the ordeal of being possibly convicted. Why not build an ironclad case and have the "cheap insurance" just in case?

Besides, if you make a mistake it might not be your fault. Sometimes the policies and procedures of the company may be at fault, and if such problems are not brought to the forefront, other people might make the same mistake.



Flight Safety

By John Hall, Flight Safety Committee Director



2009 was a busy year for Flight Safety

2009 was a busy year for your Flight Safety Committee.

We began on Jan. 15 with US Airways Flight 1549 in New York City. The committee spent seven days working the accident scene alongside the National Transportation Safety Board (NTSB) and attended the subsequent public hearings in Washington, D.C.

We met at the industry ASAP InfoShare conferences in Chicago and Dallas-Ft. Worth and met again at the Human Factors in Maintenance symposium in San Diego. We were able to get together with other IAM members and exchange ideas and “best practices” to bring back and share with our own members.

I was able to attend an HFAM course from the Southern California Safety Institute in San Pedro. There I met other members of our industry from around the world.

In May, we were invited to speak to the graduating class of the New York Aviation High School at the Winpingsinger Training Center. In June, we were asked to assist GVP Robert Roach when he spoke before a U.S. Senate subcommittee on the Federal Aviation Administration’s re-authorization bill. In October, I spoke at the *Aviation Week*-sponsored seminar on “Fatigue Management in Aviation.”

This committee, being part of the IAM’s Joint Air Transport Safety Committee, met quarterly. At the IAM Transportation Conference, we honored the Continental Flight Attendants from flight 1404 for their actions during the accident in Denver.

We worked closely with the Association of Flight Attendants on cabin air quality issues and with the



U.S. Airline Pilots Association on issues of mutual importance. The committee previously worked with the FAA and industry groups regarding fatigue management at a conference in Boston.

We had our first annual District Lodge 142 Flight Safety Committee conference in May at the IAM’s Winpingsinger Training Center. It was attended by our members from Air Wisconsin, Comair, Continental, ExpressJet and US Airways. We also met at the District Lodge Convention and explained to the membership our purpose and accomplishments.

US Airways and Air Wisconsin MASAP programs have both been re-signed by the FAA, the respective companies and the IAM. Wade Burklund reported

that the MASAP program at Air Wisconsin had more than 250 reports and saved about 150 mechanics from certificate action. Bud Brown from US Airways stated there were 496 reports filed and that this reporting saved one mechanic from termination and brought back two other mechanics from termination.

Your Flight Safety Committee has accomplished a lot this past year, but our plate is still full. US Airways maintenance procedure paperwork is still in shambles. We have members on company committees who are working to resolve these issues.

Continental and ExpressJet Flight Attendants do not have an ASAP program yet, but we continue to make progress toward that goal.

Ground Safety

By Ron Miller, Ground Safety Committee Director



Noise-induced hearing loss can be prevented

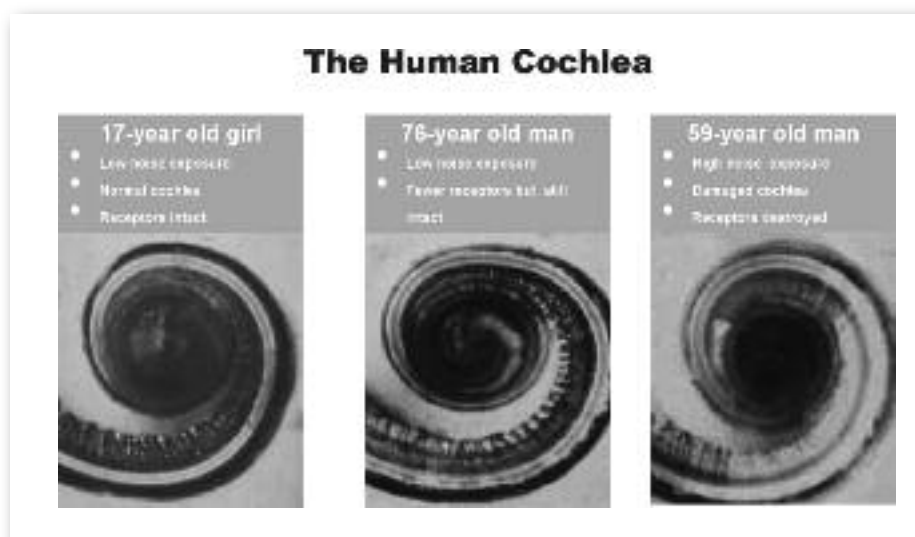
What did you say? Those of us who have worked around airplane noise for any length of time have had to say this many times, because our hearing probably isn’t what it used to be!

We don’t often realize that we are being injured by loud noises. Unlike my other injuries or diseases, there is no visible evidence of noise-induced hearing loss.

Noise-induced hearing loss accumulates over time with every unprotected exposure to hazardous noise. Parking an airplane or mowing a yard without proper hearing protection just adds to the accumulation of hearing loss that you probably won’t notice or realize until long after the damage has been done.

Hearing loss does not heal and cannot be repaired, but noise-induced hearing loss is 100 percent preventable.

When noise damages hearing, it does not damage the eardrum or bones (unless it is a loud blast or explosion). Generally, loud noise damages the receptor cells in the



cochlea, and these nerve cells are irreplaceable – they do not grow back as a fingernail does.

Take a look at the pictures above. As you can see, the 59-year-old man’s cochlea has been severely damaged and he suffers from irreversible hearing loss:

If you must shout to be understood over background noise when standing one arm-length away from another person, that background noise is hazardous.

Remember: Noise-induced hear-

ing loss is permanent, but 100 percent preventable!

Wear your hearing protection every time you are around hazardous noise. What is the best or most effective hearing protection? The short answer is the type and brand that is the most comfortable and that you will regularly wear.

OSHA requires your employer to provide you, without cost, with a variety of hearing protection devices, so that you can ensure a proper and com-

fortable fit.

Proper fit is the most important part of wearing hearing protection. Keep in mind that if ear plugs are not inserted properly, including being in your ear far enough, chances are they are providing no reduction in the noise and possibly could be creating a resonance cavity in the ear canal that actually increases the noise level.

If you are wearing the roll-up style of ear plugs, someone standing in front of you should barely be able to see them if they are inserted correctly.

Taking an extra second to pull your ear back and up to straighten your ear canal while you insert your plugs really pays dividends in protecting your hearing.

Read the instructions that come with your hearing protection and listen closely to your company’s hearing-conservation training.

Not being able to hear family and friends, television, radio and the sounds of nature are losses that no one should have to experience as a result of preventable noise-induced hearing loss.

Guide Dogs director: 'Time to settle down'

Jay Bormann wants to put his 'Travelin' Man' days behind him

Retiring Guide Dogs of America Director Jay Bormann has had a song in his head that he hopes will soon disappear.

"It's the old Rick Nelson song, 'Travelin' Man,'" Bormann said.

"Over my four decades of service to the IAM, I've logged more miles than I can count. It's definitely time to settle down."

Bormann became a member of Local Lodge 63 in 1969, when he began his career as an apprentice machinist in Portland, Ore.

"I became active in the union almost immediately," Bormann recalled. "I served as a shop steward, chief steward, vice president and president. I am proud that the governor of Oregon appointed me to the State Apprenticeship Board."

Bormann later became president and secretary-treasurer of District Lodge 24.

He was appointed Grand Lodge auditor in 1994 and became Guide Dogs director in 1999.

"I first met IAM President Tom Buffenbarger in 1980 at a Grand Lodge convention," he said. "Since I was heavily involved in the union, our paths crossed quite often over the years and we kept in touch, even when our paths didn't cross."

Honored by the request

"That's why I wasn't too surprised to receive a call from him. What did surprise me was that he asked me to become director at Guide Dogs."

Bormann said he felt honored by

the request and accepted immediately.

"I've always been a numbers cruncher," Bormann said, "and this job entails raising money and spending it properly."

"I knew I had what it took. Plus, I couldn't think of a more worthwhile organization to serve."

Bormann said he has enjoyed his time at Guide Dogs and will miss the people with whom he has worked.

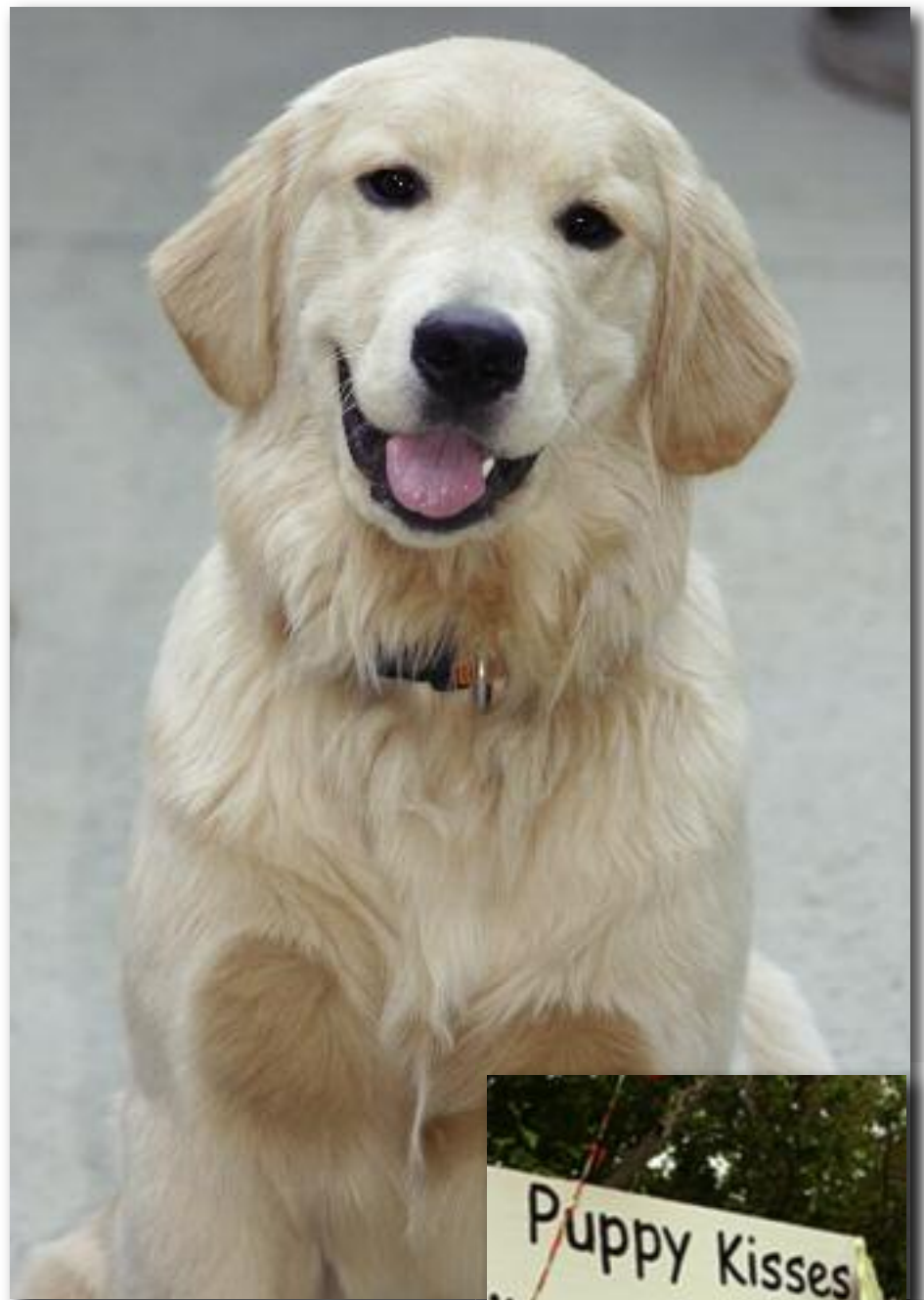
"The people have been fantastic," he said. "I have a great deal of affection and gratitude toward them. Their talent and dedication made my job a lot easier."

Bormann praised a plan begun by the airlines that lets union members designate a contribution to his organization each time they are paid.

"The program was the first of its kind in the United States," Bormann said. "It provides the funds we need to help visually-impaired people live a better life. I am proud that the payroll reduction option is now included in many IAM local lodge contracts."

Bormann said his immediate plans include "staying home in Las Vegas," polishing up his golf game, driving his 10-year-old Corvette and spending more time with his family.

"My wife Gloria and I have two children and three grandchildren," Bormann said. "One of our daughters lives nearby in Las Vegas. The other lives in Oregon. I expect that my daughter in Oregon will be coming to visit us a lot more, because after a career of traveling I want to become a homebody."



Above: Every puppy with the right care can become a guide dog. At right, fundraisers raise money to help pay for the cost of training a guide dog, which can be more than \$35,000 a year. **Below:** Retiring Jay Bormann with his successor, Dale Hartford.



NMB rule change is historic opportunity

Continued from front page

"Representation elections are most often the result of a successful organizing campaign at a non-union facility. However, they can also be required by the NMB following a merger of union-represented carriers to determine if the merged carrier will be union or non-union."

Roach said airline executives and their corporate allies are mounting an intense campaign against the rule change because it would close a loophole they hoped to use to de-unionize large portions of the airline industry.

With issues like health care, the Employee Free Choice Act and regulation of the financial industry mired in partisan wrangling, the NMB proposal to strengthen voting rights for transportation workers stands out as a golden opportunity, he said.

