



IAM

JOURNAL

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SPECIAL EDITION

2014

Year in Review

DELTA
CAMPAIGN
NEWS



R. Thomas Buffenbarger
International President

2014 Year in Review

Dear Brothers and Sisters,

When our union celebrated its 125th anniversary of its founding in Atlanta in 1888, it was a time to reflect on how far we've come as a union and think about what we need to do to stay a strong and vibrant union well into the next 125 years.

One task is to ensure our members know how diverse our union has become, both in the types of members we have and the thousands of different jobs we do. That is the goal of this *IAM Journal* 2014 Year in Review.

It's a snapshot of the activities of our union in 2014, such as our 93-year-old D-Day veteran still fighting for working families, organizing victories in the South and helping Delta Flight Attendants launch the largest ever airline employee organizing drive.

We are also looking ahead with examples of innovative organizing, protecting pensions, our commitment to education and our Young Machinists program to prepare our future activists and leaders.

We are a strong, progressive union with a global reach second to none in the labor movement. But there is much work to be done to stay strong, and we need every member to know more about their union and get involved as much as they can.

If we all do just a bit extra to help organize, to help pro-labor candidates get elected, to help run our local lodges, we can ensure we will be leaving the IAM in as good shape as those before left it for us.



IAM JOURNAL

**INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS, AFL-CIO, CLC**

R. Thomas Buffenbarger
International President

Robert Roach, Jr.
General Secretary-Treasurer

General Vice Presidents

Dave Ritchie • Lynn D. Tucker, Jr. • Robert Martinez, Jr.
Philip J. Gruber • Gary R. Allen • Sito Pantoja
Mark A. Blondin • Diane Babineaux • Dora Cervantes

The IAM Journal (ISSN 1083-0413) is published by the International Association of Machinists and Aerospace Workers, 9000 Machinists Place, Upper Marlboro, MD 20772. Phone: 301-967-4520 Fax: 301-967-4586. Printed by Kelly Press, 1071 Cabin Branch Road, Cheverly, MD 20785.

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Delta Flight Attendants deliver election authorization cards to the National Mediation Board offices in Washington, DC, as part of their two-year campaign to win a voice on the job and make Delta Air Lines a better airline. From left, George McTigue, Dawn Peterson, Adam Denisoff, Stacey Yeatts, Victoria Daleo, Julian Tudor, Debbie Ruehl, Marianne Bicksler, Drew Yates and Julianna Helminski.

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Delta Flight Attendants' Historic Campaign to Make a Better Airline

Delta Flight Attendants continued their historic campaign to make Delta better by submitting more than 12,000 election authorization cards to the National Mediation Board (NMB) in Washington, DC, the largest group ever of airline employees to request a representation election.

The filing was an important step in Delta Flight Attendants' grassroots effort to win IAM representation and gain a meaningful and strong voice for more than 20,000 Flight Attendants at the highly-profitable carrier.

"Every day of the last two years that we've organized on a grassroots level to become

IAM members has reinforced our pride and our choice in unions," said Delta Flight Attendant Julianna Helminski. "I'm confident that in a few short months, 20,000 of us will proudly say that 'We, Delta Flight Attendants, are the IAM.'"

IAM International President Tom Buffenbarger joined the Flight Attendants as they delivered more than 35 boxes of union authorization cards to the NMB's office, proclaiming it "an historic day for these courageous Flight Attendants."

"We are the reason Delta is the world's most profitable carrier and leads the industry in almost every financial and operational measure," said 35-year Delta Air Lines Flight Attendant Gabe Perez. "Yet, we lag the industry in wages, benefits and work rules. That will change once we win our election and negotiate the industry-best contract we deserve."

"Delta Flight Attendants are an inspiration to the entire labor movement," added IAM Transportation General Vice President Sito Pantoja. "The IAM will make every effort to ensure that they achieve their goal of negotiating an industry-leading contract."

At the heart of the movement is winning the safety and security that only comes with a collective bargaining agreement.

One of the top concerns is schedules that often change on short notice, leaving Flight Attendants scrambling to adjust plans and missing out on time with family. "I would like

Kaveh Sardari / Page One



Delta Flight Attendant Samuel Berry helps deliver election request cards from more than 60 percent of his co-workers to the National Mediation Board office in Washington, DC.



For more than two years, Delta Flight Attendants have put together a grassroots campaign that has spanned the globe. Above, a determined group of Delta Flight Attendants are on their way to an IAM-Delta rally at Hartsfield-Jackson International Airport in Atlanta.

something in writing that doesn't change day-to-day," said Delta Flight Attendant Dawn Peterson.

"We do not have a real voice unless it's collectively bargained. That's how America operates," said Delta Flight Attendant Drew Yates. "And I feel the only way we can really accomplish things for the betterment of our profession is through collective bargaining."

Although many Delta Flight Attendants do not have experience working with a union contract, Delta Flight Attendant Cesar Conde has, and he says his family "would have not been able to live the American dream" without one.

"The union is the solution because it gives us a voice in our future," said Conde.

Delta Flight Attendants such as Elizabeth Joyce will have the opportunity for a voice on the job at Delta Air Lines.

"Having been in a union, and growing up in a union family, I would not have been able to afford my college education. We would have not been able, as immigrants to this country 50 years ago, to live a middle class existence."

Most Delta Flight Attendants will tell you that they don't dislike their job, or the



company; they merely want to be treated with respect and dignity.

“I believe that you can be pro-company and you can be pro-union,” said Delta Flight Attendant Tammy Rustad. “I’ve seen the benefits of what a union can do and how it makes our group work better.”

“Wanting a contract has nothing to do with me not wanting Delta to be successful,” echoed Delta Flight Attendant Spencer Hayes, who also told the Flight Attendants’ story to a packed house at the AFL-CIO’s 2015 Martin Luther King, Jr., Civil and Human Rights Conference in Atlanta.

“I want the company to do well, I love my job, but I also want a voice and to be treated fairly,” said Hayes.

Delta Flight Attendants have taken their campaign far beyond Delta’s Atlanta hub. They garnered the support of tens of thousands of workers in International Transport Work-



“I want the company to do well, I love my job, but I also want a voice and to be treated fairly.”

Spencer Hayes
Delta Flight Attendant

ers Federation (ITF)-affiliated unions from every continent where Delta flies. Flight Attendants from Delta’s SkyTeam partner airlines joined Delta Flight Attendants for welcoming events in Atlanta, London and Amsterdam.

“Delta Flight Attendants have the backing of the largest

transportation worker federation in the world,” said ITF General Secretary Stephen Cotton. “Delta Flight Attendants’ fight for union representation is our fight.

“The ITF is prepared to aid this historic movement in every way possible.”

Delta Flight Attendants made their campaign one of the most innovative organizing efforts in history. It is accessible to all their coworkers on www.iamdelta.net, and Flight Attendants post frequent updates to the IAM Delta Flight Attendant Facebook and Twitter pages. The campaign even has its own IAM Delta App (<http://iamdelta.mobapp.at>), which allows Flight Attendants to monitor campaign news from wherever they may be.

After a review of the union authorization cards that were filed, the National Mediation Board is expected to hold a union representation election sometime in March or April.

“I signed my IAM card because I want a voice,” said Delta Flight Attendant Linda Hauer. “I believe a union makes it an even field for all of us, no one is singled out. We are all listened to.”

Flight Attendants across Delta’s system have staffed information tables to spread the word about making Delta better and sharing in the record profits they help create.



We fly more

13.2% more block hours than American
22.8% more block hours than United

We serve more

16.1% more passengers per Flight Attendant than American
13.6% more passengers per Flight Attendant than United

We share less

3.2% of American's operating revenue goes to Flight Attendant pay
3.0% of United's operating revenue goes to Flight Attendant pay
2.2% of Delta's operating revenue goes to Flight Attendant pay
And we helped Delta Corporate earn \$10.5 Billion in 2013.

Let's Make Delta a Better Air Line

Yes **IAM**
DELTA
Flight Attendants

IAMdelta.net • 1-800-998-3554



Southern Workers Win Respect, Better Wages

Many said the South could not be organized. The IAM is proving them wrong.

After a series of successful southern organizing wins throughout 2014, the IAM has added more than 2,100 members to the Machinists' ranks.

Helicopter mechanics, technicians, and office and clerical personnel employed by L-3 Communications at the Corpus Christi Army Depot in Texas voted in two separate elections to join the IAM in April and June, respectively.

In July, aircraft techs employed by L-3 Vertex at Hunter Army Airfield near Savannah, GA, voted IAM.

In September, workers for Pegasus Corp. at the Red River Army Depot near Texarkana, TX, voted for IAM representation. Mechanics, technicians

and maintenance personnel employed by URS at Red River Army Depot voted for the IAM just one month later.

Southern workers, like all workers, are merely looking for three fundamental things on the job, says IAM International President Tom Buffenbarger.

"People are looking for dignity, respect and a decent way of life," said Buffenbarger. "That will always be the fundamental instrument that drives a union and unionization forward. Management doesn't give it; you have to bargain for it. And you can only do that with a strong union."

"Times are changing, and workers are tired of stagnant wages and benefits," said IAM Southern Territory General Vice President Mark Blondin. "There's a growing trend

among workers in Texas and throughout the South who are looking beyond the anti-union rhetoric and believe it's time to stand up to get their fair share."

The IAM was founded in Atlanta in 1888, and currently represents tens of thousands of members in the South at companies like Lockheed Martin, Boeing Missile and Space, United Launch Alliance, UPS and more.

Organizing isn't always easy in the South, where the need for a union is especially strong. Many anti-labor politicians tout their "right-to-work" laws and vow to keep unions out.

But "right-to-work" laws aren't helping workers achieve livable wages and benefits. The poverty rate is higher than the national average in every southern state other than Virginia. Florida is the only southern state that has a minimum wage higher than the federal minimum of \$7.25 an hour.

"What workers really need is the 'right to work' for a decent wage and a voice on the job," said Buffenbarger. "And the only way to achieve that is by joining a union, which workers in the South are doing more and more each day."

Immediate Benefits

The difference an IAM contract can make can be dramatic. Soon after the two groups voted for the IAM at L-3 in Cor-



Soon after voting for the IAM, a Negotiating Committee made up of URS workers from Red River Army Depot receives training to negotiate their first contract, including a simulated bargaining session with the IAM's William W. Winpisinger Education Center Director Chris Wagoner, right.



In 2014, helicopter mechanics, technicians and maintenance personnel employed by L-3 Communications at Corpus Christi Army Depot in Corpus Christi, TX were the first of several groups of workers in the South who sought better pay, improved benefits and a voice on the job as members of the Machinists Union.

pus Christi, workers formed Negotiating Committees and got to work crafting first contracts. By August, members were able to vote on their first contract which they ratified by overwhelming margins.

The agreements provided solid wage increases, secure retirement benefits with the IAM National Pension Plan and a yearly cap on health insurance premium increases.

“We’re finally going to get what we deserve as employees,” said new IAM member Inez Martinez, who is part of the helicopter and technician group at L-3 in Corpus Christi.

“We’re finally getting pay raises and better treatment on the job. It feels great to be part of something that is going to help others and create a better life for all of the employees.”

Employees at URS at Red

River Army Depot who had voted for the IAM in October also formed their Negotiating Committee and by December the Committee was attending the Negotiation Preparation for Bargaining Committee class at the IAM’s William W. Winpisinger Education Center.

The IAM’s efforts to bring a strong voice on the job to

workers in the South continues with two major aerospace drives in North Charleston, SC, and Mobile, AL. In North Charleston, IAM organizers are helping to rally workers at Boeing.

In Mobile, the IAM is working to lay the groundwork for organizing workers at a soon-to-be opened assembly plant for Airbus.



The IAM’s efforts to improve the lives of working families in the South is continuing with campaigns at the Boeing facility in North Charleston, SC, and aerospace workers in Mobile, AL. Above, IAM members and supporters in the Martin Luther King, Jr., Day parade in North Charleston, SC.

Winpisinger Center Continues Commitment to Education

Through good times and bad, the IAM has maintained a commitment to educating its rank-and-file members and leaders that is unmatched in the North American labor movement. Since the William W. Winpisinger Education Center opened in 1981, more than 70,000 IAM members have completed programs ranging from basic leadership to specialized courses in negotiating, organizing, representation and pension protection.

That commitment has made IAM representatives and activists some of the most effective trade unionists in the world.

“All IAM members benefit from the training our union’s activists receive,” said Winpisinger Center Director Chris Wagoner. “Our

In 2014, more than 2,800 students attended classes at the Center. New education opportunities included an expansion of the popular Negotiation Preparation for Bargaining Committees program. IAM negotiating committees receive training in all phases of contract negotiations, including surveying members to understand their priorities, formulating those priorities into contract proposals and a practice bargaining session with Winpisinger Center instructors playing the part of hard-nosed company negotiators.

The Negotiation Preparation course is just one of many programs that provide training for all phases of collective bargaining and representation. Courses in advanced arbitra-

tion, contract negotiation and pension fundamentals support the IAM’s mission for justice on the job, a voice at work and the ability to retire with a pension after a lifetime of work.

The Center has also supported the IAM’s organizing efforts with an expanded curriculum, including basic and advanced organizing training and specialized help for locals

and districts with planning campaigns.

Adding to the Center’s commitment to offer much of its curriculum in Spanish, there was a pilot Spanish Organizing I class in early 2015.

In addition to a full array of classes that



The Winpisinger Center’s state-of-the-art facilities and dedicated staff ensure the best possible training for all phases of representation, collective bargaining and organizing. The Center also plays a key role in the IAM’s mission to negotiate and protect pensions that provide retirement security for all members.

goal is make our representatives the best in the labor movement. We want every participant to leave here with the skills, enthusiasm and know-how to improve the lives of our members and grow our union to keep it strong.”



The IAM's William W. Winpisinger Education Center is unique in the labor movement. Since it opened in 1981, the Center has trained more than 70,000 IAM activists and representatives.

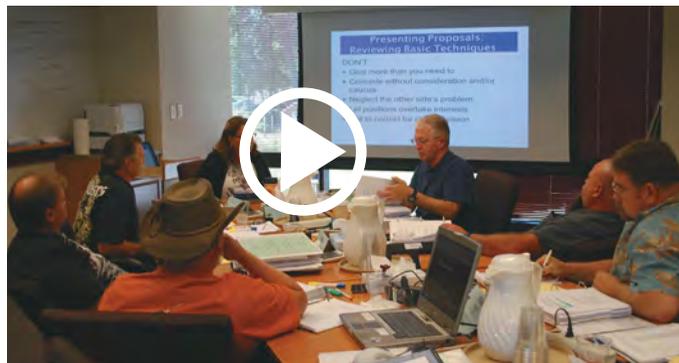
offer training to IAM members from brand-new activists to seasoned representatives, the Center also hosts courses developed by departments at IAM Headquarters to help locals train activists in safety and health, women's and human rights, communications, federal workers and other programs.

To reach the next generation of IAM leaders, the Center worked with General Vice President Diane Babineaux to start a new Young Workers Strategy Program. The response for the original pilot class was so great that the course had to be offered twice.

Expanding educational opportunities is also a top priority. In 2014, the Center announced a new partnership with the State University of New York (SUNY) Empire State College (ESC) that will allow IAM members to pursue higher education degrees from the ESC Harry Van Arsdale Jr. Center for Labor Studies and the ESC School of Graduate Studies. IAM members will be able to take classes towards their degrees at the

Winpisinger Center.

"The IAM's commitment to education is unmatched in today's labor movement," said Wagoner. "Other unions have had to scale back their education programs, but the IAM doubled the size of the school and is constantly expanding the curriculum. Overall, the training IAM activists and representatives receive is a direct benefit to everyone in our union and something we can be proud of."



The Winpisinger Center's Negotiation Preparation for Bargaining Committees class continues to grow and is an important contribution to successful contract negotiations for IAM members.

IAM Members Elect Top Leadership in Historic Vote

In 2014, IAM members across the United States and Canada participated in an historic election for top officers of the union. Voting took place at Local Lodges in April 2014. More than 34,000 ballots were cast in 884 locals. IAM members overwhelmingly re-elected R. Thomas Buffenbarger as International President, Robert Roach, Jr., as General Secretary-Treasurer and the following nine U.S. General Vice Presidents: Lynn D. Tucker, Jr., Robert Martinez, Jr., Philip J. Gruber, Gary R. Allen, Sito Pantoja, Mark Blondin, Diane Babineaux and Dora Cervantes.

“Our members have spoken loud and clear,” said Buffenbarger after the election. “The IAM tradition of democracy and accountability is equal to any challenge it faces. Now it’s time to focus our energy on building an even stronger union for the next generation of IAM members.

“On behalf of the entire Executive Council, I would like to thank the members and their Local Lodges for their support,” continued Buffenbarger. “I’m proud to serve with the outstanding individuals on our Executive Council and with the many dedicated representatives and staff at every level of our union.”

Ballots were counted at IAM Headquarters between May 7 through 9 with representatives of the U.S. Department of Labor (DOL). The Grand Lodge Election Tellers issued their final election report in June and the DOL gave its final approval in August 2014. Candidates elected to office are for the term ending June 30, 2017.

The IAM is one of the few trade unions in North America where rank-and-file members are able to both nominate and, if there are contested offices after nominations, directly vote on candidates for top offices of the union.

The IAM General Secretary-Treasurer’s (GST) office handled much of the logistics of the election, including mailing individual nomination and election notices to all active and retired members in the U.S. and Canada, providing lodges with materials to hold and report nominations and producing ballots and related election materials for every Local Lodge. GST



Working at IAM Headquarters, representatives of the U.S. Department of Labor, IAM support staff, an independent vote tallying firm and the Grand Lodge Election Tellers tabulate the votes from members in more than 880 IAM Local Lodges.

The IAM Executive Council



R. Thomas Buffenbarger
International President



Robert Roach, Jr.
General Secretary-Treasurer



Dave Ritchie
*General Vice President
Canada*



Lynn D. Tucker, Jr.
*General Vice President
Eastern Territory*



Robert Martinez, Jr.
*General Vice President
Headquarters*



Philip J. Gruber
*General Vice President
Midwest Territory*



Gary R. Allen
*General Vice President
Western Territory*



Sito Pantoja
*General Vice President
Transportation*



Mark Blondin
*General Vice President
Southern Territory*



Diane Babineaux
General Vice President



Dora Cervantes
General Vice President



Robert A. Scardelletti
*National President
TCU/IAM*

and other IAM staff also provided support for the tabulation of the ballots.

“The GST Department and Headquarters staff, along with IAM representatives at every level of our union, did an outstanding job to

give all IAM members the chance to participate in this election,” said IAM General Secretary-Treasurer Robert Roach, Jr. “We thank everyone who worked so hard to keep our proud tradition of democracy strong.”

JANUARY

Machinists at Boeing Secure 777X Production



More than 30,000 IAM members employed by Boeing in the Puget Sound area, Portland, OR, and Wichita, KS, voted to ratify a proposed agreement that requires Boeing to locate future 777X wing fabrication and assembly in the Puget Sound area.

The agreement protects thousands of jobs, calls for an eight-year contract extension and extends the commitment to build the 737 MAX in Puget Sound.

Obama Lauds Wisconsin IAM Local 1377 Worker Training

GE Energy and members of IAM Local 1377 hosted President Obama at the GE facility in Waukesha, WI, where the President signed an executive order calling for an across-the-board review of federal job training programs to make the American workforce more job-ready.

IAM Local 1377 members who had gone through the Wisconsin Regional Training Partnership/Big Step program lined the stage behind the president. Local 1377 member Reggie Troop, right, introduced Obama at the ceremony.



IAM Local 1377 members at a GE facility in Waukesha, WI watch as President Obama signs an executive order to review federal job training programs to make the American workforce more job-ready.

Getty Images



Young Machinists at San Antonio's 2014 Martin Luther King, Jr., Day parade, the largest in the country. From left, Local 2323 Vice President Dan Janssen, District 160 Business Representative Brandon Hemming, Local 289 member Alfredo Silva and Local 839 member Aivi Nguyen.

Young Machinists Gather to Build Labor's Future

More than a hundred activists gathered at the IAM's 2014 Young Workers and Emerging Leaders Conference in San Antonio, TX, to plan the labor movement's future.

The conference coincided with the AFL-CIO's Martin Luther King, Jr., Civil and

Human Rights Conference and included workshops on communicating, organizing, collective bargaining and community involvement. Members from the IAM, NFFE and TCU also took part in a day of service with Habitat for Humanity.

FEBRUARY

Forest Industry Workers Set New Agenda



After listing major issues that face the wood, pulp and paper sectors, IAM representatives at the Forest Products Industry Conference identified the most urgent topics for action.

IAM workers and representatives from all sectors of the forest products industry met in Fort Worth, TX, to set a new agenda for the industry. After hearing from a range of industry experts, attendees from Districts W2, W3, W24, 74, 75, 711 and affiliated locals identified challenges and solutions to better bargaining and organizing in the industry.

After much discussion, each attendee was given the opportunity to vote on the most important issues for immediate action and follow-up at a meeting later in the year.

Brazilian Aerospace Workers Visit U.S.



A delegation of 10 Brazilian aerospace industry unionists visited IAM Headquarters, the IAM's William W. Winpisinger Education Center and aerospace manufacturing facilities in Wichita, KS and Nashville, TN to meet fellow aerospace workers and build global solidarity.

Illinois Member Wins \$70K Back Pay Award



Local 660 member LaShawn Buford of East Alton, IL, center, holds a check for \$70,932.51 in back pay from Olin Corporation for wrongfully terminating him in 2012. Production Worker Committee Chairperson Michelle Windmiller, left, and IAM District 9 Business Representative Jason Tetidrick, right, helped win his case. “The union did it all for me,” said Buford.

IAM Wins Two Arbitrations for Truck Transport Drivers

The IAM won two major arbitration awards against JHT Holdings on behalf of truck transport drivers. First, IAM members at Auto Truck Transport won an arbitration case against the trucking company that spread a seven-figure back-pay reward among more than 600 drivers at IAM Local 641 in Cleveland and Mount Holly, NC; Local 166 in Laredo, TX; and District W24 in Portland, OR.

Weeks later, IAM District 9, Local 777 drivers at Unimark Truck Transport in Bridgeton, MO, a subsidiary of JHT Holdings, Inc., which also owns Auto Truck Transport, won a National Labor Relations Board suit against the company that is projected to net over \$1 million in back pay for up to 300 members.



Michael Lanning is one of hundreds of IAM-represented drivers to benefit from two arbitration wins against JHT holdings worth well over \$1 million.

MARCH

IAM Wins Pension Increase for 17,000 at United Airlines

The IAM, in agreement with the Board of Trustees of the IAM National Pension Fund (IAMNPF), increased pension benefits by 35 to 45 percent for approximately 17,000 IAM members at United Airlines.

When United Airlines terminated company-sponsored defined benefit pensions during its bankruptcy reorganization in 2005, the IAM was the only union able to secure a new defined-benefit plan for its members, the IAM National Pension Plan (IAMNPP). Because of United's precarious financial condition at the time, the agreement called for IAM members



at United to receive 85 percent of the normal benefit. With the recovery in the airline industry, the March 2014 agreement allows IAM members at United to receive increased benefits equal to other plan participants.

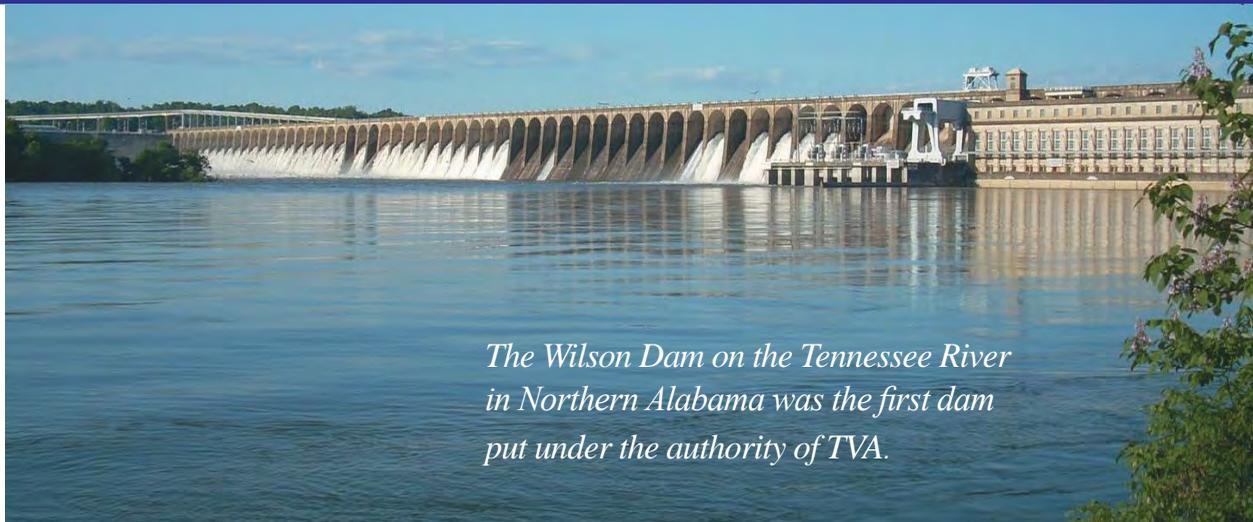
Women in Aviation Inspire Next Generation



Young women were introduced to all types of aerospace industry careers at the annual Women in Aviation Conference's "Bring Your Daughters to the Conference Day."

The 25th Annual Women in Aviation Conference in Orlando brought together female IAM members from around the country to connect with other women in the aerospace industry.

One of the highlights was "Bring Your Daughters to the Conference Day," in which girls ages 10 to 17 were introduced to various aviation careers by women who were currently working in those jobs, including IAM members from Boeing plants in Washington state.



The Wilson Dam on the Tennessee River in Northern Alabama was the first dam put under the authority of TVA.

IAM Opposes Privatization of the Tennessee Valley Authority

The IAM renewed its call to oppose all misguided efforts to privatize the Tennessee Valley Authority (TVA), a federally-owned power agency that employs more than 1,000 IAM members and has provided low-cost, reliable energy to area residents for more than 80 years.

Since President Franklin D. Roosevelt

signed it into law as part of the New Deal in 1933, the TVA has been the lifeblood for generations of families in the South. It provides cheap, clean, reliable energy to over 9 million people and is a driver of economic activity for most of Tennessee and parts of Alabama, Georgia, Kentucky, Mississippi, North Carolina and Virginia.

Aerospace Sector Gets Two Big Wins

Workers in two key aerospace sectors got good news with the ratification of a new contract at Lockheed Martin and a state initiative in Connecticut that will secure jobs at Pratt & Whitney for years to come.

The Lockheed agreement covers nearly 5,000 workers at seven locations and maintains reasonable health care costs while improving wages and retirement benefits.

The agreement in Connecticut trades \$400 million in tax breaks in return for a \$4 billion commitment by United Technol-



ogy Corp. (UTC) in research and capital expenditures, supporting more than 14,000 jobs over the next two decades.

APRIL

New York Aviation High School Students Visit Winpisinger Education Center



Twenty-nine students from New York's Aviation High School – the most in the IAM-Aviation High School partnership history – visited the William W. Winpisinger Education Center for a four-day program on aviation, unions and the U.S. transportation industry.

For the 12th consecutive year, students from New York City's Aviation High School visited the IAM's William W. Winpisinger Education Center in Hollywood, MD, for a unique look inside the U.S. transportation industry.

Each year, Aviation High School students

spend four days at the Winpisinger Center and in Washington, DC, to learn about unions and the aviation industry. This year, 29 students – the most in the IAM-Aviation High School partnership history – took part. This year's class also had the highest amount of female participants.

GDA Breaks Ground on New Visitor and Education Center

Guide Dogs of America (GDA) broke ground on a new 15,900-square-foot education and outreach center in Southern California.

The expansion of GDA's 7.5-acre campus was made possible by a \$3.3 million donation from Phil and Macki Singer, supporters of GDA since 1994.

The new Phil and Macki Singer Visitor and Education Center will allow GDA to expand its community outreach and build upon its services for blind and visually-impaired men and women across the U.S. and Canada.



Guide Dogs of America (GDA) broke ground on a new 15,900-square-foot education and outreach center in Southern California that will help expand GDA services for the visually-impaired.



IAM Members Ratify Contract at Alaska Airlines

IAM members at Alaska Airlines overwhelmingly ratified a new contract at the carrier covering approximately 3,000 clerical, office and passenger service employees at Alaska Airlines.

The five-year accord included 12.3 percent total wage increases, improved job security provisions, strengthened merger protections, improved premium pay, enhanced home agent pay protections and held the line on healthcare costs.

The new agreement runs through 2018.

IAM Remembers Fallen Members on Workers' Memorial Day

Dozens of IAM members and families gathered at the William W. Winpisinger Education Center's Workers' Memorial on April 28, 2014 to honor 18 fallen IAM members.

The ceremony marked the 25th anniversary of the annual observance of Workers' Memorial Day, a day in honor of those who lost their lives due to occupational illness or injury.

Among 2014's list of fallen IAM members was Fernando Gonzalez of Local 1930, Robert Ortiz of Local 946, Bobby "Cookie" Horne of Local 2797, Diane Carpenter of FL1998, Mark Schulz of Local 1976, Anthony Scialabba of Local 1976, Ronald W. Disney of Local 480, Johnathan Lord of Local 20, Cheryl King of Local 2210, James O. Willingham of Local 776B and Matthew Butensky of Local 1460.

Special remembrances were given to IAM Grand Lodge Representative/Organizer Jerry Dargitz, George Drennan of Local 717T, District 4 Directing Business Representative Joseph Flanders, District 10 Business Representative Donald L. Griffin, District 725

Assistant Directing Business Representative Robert "Bob" Gutierrez, Winpisinger Center employee Richard Hamilton, Jr., and Vince Mula of Local 1976.

The names of each fallen IAM member were inscribed on bricks, read aloud, and added to the others that surround the Winpisinger Center's lighthouse memorial.



Rick Reinhard

Each year, family, friends and co-workers gather at the IAM's Workers' Memorial to honor fallen IAM members in a special Workers' Memorial Day ceremony.

MAY

Machinists Storm Capitol Hill at Legislative Conference

Bill Burke / Page One



Sen. Elizabeth Warren (D-MA), speaking at the 2014 IAM Legislative Conference in Washington, DC. “Unions built America’s great middle class,” said Warren. “Never forget it.”

Machinists Union political activists made their voices heard in Washington, DC, at the 2014 IAM Legislative Conference. They called for an end to harmful sequestration cuts, trade agreements that benefit people instead of corporate profits and a renewed respect for federal workers.

IAM members heard an array of speakers, including Labor Secretary Tom Perez, Sen. Maria Cantwell (D-WA), Sen. Elizabeth Warren (D-MA) and a special farewell from now-retired Sen. Tom Harkin (D-IA). Attendees then fanned out across Capitol Hill to lobby their legislators on working-family issues.

Buffenbarger Advocates for U.S. Manufacturing

At a U.S. Senate hearing on manufacturing, IAM International President Tom Buffenbarger called for a national manufacturing strategy, including reforming federal incentives that encourage outsourcing, more accountability for government contractors who claim they are creating or maintaining jobs, fair trade deals that make sense for U.S. workers and stronger Buy American requirements.

He also stressed the importance of reauthorizing the Export-Import Bank and creating a new manufacturing development bank.

“We need a rebirth of American manufacturing,” said Buffenbarger, “a rebirth that is essential for our national and economic security,

and the future of America’s hard-working men and women, their families and communities.”



Rick Reinhard

At a U.S. Senate hearing, IAM International President Tom Buffenbarger called for measures to strengthen America’s manufacturing sector and create jobs.



IAM Local 2003 members at Fort Rucker went on strike for the first time since 1975 over unfair contract proposals from federal contractor L-3 Army Fleet Support.

Solidarity Wins the Day at Fort Rucker

Nearly 3,000 Machinists at Local 2003 in Daleville, AL, returned to work at Fort Rucker after voting to ratify a new contract offer from L-3 Army Fleet Support. The vote ended a week-long strike that idled

flight training at one of the world's largest helicopter bases. IAM members rejected L-3's attempts to erode seniority rights, diminish working conditions and change overtime procedures.

IAM Flight Safety Training Unique in Industry

Keeping the North American transportation industry the safest in the world has long been a mission of the Machinists Union and its members. The IAM pioneered the Flight Safety Committee program that started with Aircraft Maintenance Technicians (AMT). The goal was to keep industry maintenance standards high, deal with the ever-changing regulatory work environment and train AMTs to participate in accident investigations.

The program has expanded to include railroad industry workers and Flight Attendants. The 2014 District 142 Flight Safety Conference took the training to new levels, with instruction by former



Rick Reinhard

Participants gear up for training at the IAM's District 142 Flight Safety Conference at the William W. Winpisinger Education Center.

National Transportation Safety Board (NTSB) officials, industry professionals and an actual damaged aircraft for students to practice investigation techniques.

JUNE

IAM Member's Son Receives Medal of Honor

IAM District 751 member Curt White was filled with pride when he stood in the White House to watch President Obama present his son, Kyle, with the Medal of Honor, the nation's highest military honor.

White was recognized for his heroism while serving as a platoon radio operator with the 173rd Airborne Brigade in Afghanistan in 2009. His squad of 13 soldiers was ambushed by a much larger, heavily armed Taliban group on a steep cliff that provided little cover.

Early in the ambush, an enemy grenade knocked him out. He exposed himself to enemy fire to assist two badly wounded soldiers and used his radio to direct mortar fire at attackers



IAM District 751 member Curt White, second from right, looks on as President Obama signs the order awarding his son, Kyle, the Medal of Honor. Also pictured are Kyle's girlfriend, his mother Cheryl and grandfather Bruce Funk.

and mark a landing zone for a medical evacuation helicopter.

“The amount of fire coming in – I figured I wasn’t going to make it,” said White. “I thought if I am going to die today, I will spend my last moments helping my battle buddies as much as I can.” But he said the honor is not solely for him. “Without the team, there could be no Medal of Honor – that is why I wear this medal for my team.”

Moral Monday Rallies Call for Workers' Rights

IAM members were among the thousands of demonstrators outside the North Carolina Statehouse in Raleigh for a “Moral Monday” protest against anti-worker legislation being pushed by the state’s emboldened GOP lawmakers.

The weekly protests, led by Rev. William Barber II, have grown into a rallying cry against regressive state laws implementing new discriminatory voting restrictions, cutting benefits for the poor and unemployed, and slashing education funding while lowering taxes on the rich.

“They have to start listening to the people



Thousands of labor, civil rights and religious activists came together to take part in a “Moral Monday” rally for workers' rights at the North Carolina Statehouse in Raleigh.

and stop just looking out for the rich,” said IAM Local 350 President David Lee III, who traveled from Kinston, NC to attend the rally.

NFFE-IAM Young Federal Leaders Attend Inaugural Training

The effort to train the next generation of union leaders expanded when NFFE-IAM members from around the country gathered at the William W. Winpisinger Education Center for the first-ever Young Federal Leaders (YFL) training.

The new program introduced 35 rising stars within the union to the countless resources and opportunities available for their development as leaders, including the Winpisinger Center.

Topics covered in the training included labor history, recruiting new members, political and legislative advocacy and how to start a YFL chapter. Class participants were also introduced to the numerous ways to become involved in local labor communities, including AFL-CIO Central Labor Councils, State Councils of Machinists and AFL-CIO State Federations.



Thirty-five NFFE-IAM members attended a first-of-its-kind Young Federal Leaders training at the William W. Winpisinger Education Center in Southern Maryland.

Class participants were encouraged to seek out and get involved with the young worker groups associated with these local labor communities.

The young workers returned to their locals with strategic plans, equipped with the necessary tools to usher in a new wave of union leaders.

UnioNation Releases Debut Album

The IAM's own labor music band, unioNation, made history with the release of its first album available at www.unionation.com. The 25 songs on the self-titled album are all original – written, arranged, and performed by IAM members to create a new history for labor music.

The band started out in 2012 as a group of 24 IAM members from the U.S. and Canada who were singers, songwriters and musicians with a common interest in creating labor music. They met for the first time at the IAM's William W. Winpisinger Education Center for a week of creating music and performing.

Their efforts grew into performances at the 38th Grand Lodge Convention in Toronto,



Bill Burke / Page One

The IAM's popular unioNation band performed at the IAM's 125th Anniversary event in Atlanta in 2013 and released its first CD of labor songs.

Baltimore, Atlanta and New Mexico. With the help of Winpisinger Center Instructor Henry Bagwell, the group recorded a two-disc collection of songs.

JULY

Big Organizing Win at Spirit Airlines



Spirit Ramp Agents, from left, Federico Rojas, Ricardo Santiago, Jose Camacho, Pedro Jimenez and Xavier Belen will join nearly 200 fellow workers as new IAM members after ramp agents at the carrier voted by an 80 percent margin to join the union.

The IAM's organizing victories in the South reached out to transportation workers of Florida-based Spirit Airlines. Nearly 220 Spirit Airlines ramp agents overcame an aggressive anti-union campaign

and voted overwhelmingly to join the IAM.

The ramp agents work at airports in Fort Lauderdale, FL; Detroit, MI; Atlantic City, NJ; and Myrtle Beach, SC. Spirit tried to derail the

campaign with numerous tactics that violated the federal Railway Labor Act, including a sudden and significant pay raise for all employees, except ramp agents seeking IAM representation.

Union Solidarity at Farnborough Air Show

The IAM and delegates from the IndustriALL Global Union met at the Farnborough Air Show in the U.K. to confront challenges facing the millions of aerospace workers around the world.

The air show is a biennial pilgrimage that aerospace giants like Boeing, Airbus and Lockheed Martin, along with hundreds of smaller vendors and suppliers, use to buy and sell products to airlines

and governments around the world.

Labor delegates from the U.S., U.K., Canada, France, Spain, Belgium, Japan and Sweden gathered to share ideas on how aerospace workers can build union power, confront growing trends of outsourcing work and hiring contract employees, and fight attacks on retirement security.



Labor delegates from the global union IndustriALL met during the famous Farnborough Air Show to further strengthen global solidarity in the aerospace industry.



After a strong campaign of activism and solidarity, more than 11,000 IAM-represented workers at US Airways now have new agreements with wage hikes, job security, affordable health benefits and a pension plan.

Members Ratify New Agreements at US Airways

IAM members at US Airways in the maintenance training specialist, fleet service and mechanic and related groups voted to approve new

contracts that will cover more than 11,000 workers. The three-year accords provide for significant wage hikes and industry-best job security while

retaining affordable health insurance and preserving defined-benefit pension plans at the carrier.

The contracts cover IAM-represented US Airways workers who are now part of the “new” American Airlines after the merger of the two carriers. The Transport Workers Union represents comparable workers at pre-merger American. Now that the US Airways contracts are settled, the TWU-IAM Representation Alliance, formed after the merger, will begin talks with American Airlines for agreements that will bring over 30,000 TWU-IAM Alliance members under joint contracts.



Coleman Dean
2014 Roman Mayfield
Scholarship Winner

IAM Scholarships Benefit Members and Their Children

Each year, the IAM holds a scholarship competition to help members and their children attend college or a vocational school. In 2014, 16 scholarships were awarded: 14 to children of members and two to members.

Out of the 16 winners, the judges also select one person who best represents the spirit of volunteerism and community service of Roman Mayfield, a legendary

member of District 751 for whom the award is named. Coleman Dean, son of Edmonton, AB, Canada Local 99 member James B. Dean, was awarded the 2014 Mayfield Scholarship.

For more information about the IAM Scholarship program and a list of the 2014 winners, go to www.goiam.org/iamscholarship or call the IAM Scholarship Department at 301-967-4708.

Texas L-3 Workers Ratify First Agreements



L-3 Communications workers at Corpus Christi Army Depot celebrate after the announcement of the vote to approve new contracts that include increased pay, better benefits and the IAM National Pension Plan.

the year, a group of 450 helicopter mechanics and technicians in April and a group of office and clerical employees who voted to join the IAM in June.

The IAM's successful organizing efforts in the South hit an important milestone with strong new contracts negotiated and ratified just months after workers voted to join the union. The new contracts cover two L-3 Service Contract groups at Corpus Christi Army Depot who voted for IAM representation earlier in

The three-year accord includes pay hikes of 2.5 percent for the first year and 3 percent for each of the second and third years.

The Local 2916 members at L-3 will now have a secure retirement with the IAM National Pension Plan and a yearly cap on health insurance premium increases.

Jorgensen Forge Employees Vote IAM

The IAM continued its effort to organize suppliers to aerospace and other major industries when workers at Jorgensen Forge Corp. in Tukwila, WA voted by a 3-to-2 margin to join the IAM.

The more than 100 highly-skilled workers transform stainless steel, aluminum, titanium and other metals into parts ranging from propeller shafts for ships and submarines to components used in the aerospace, maritime and drilling industries.

The workers will be part of IAM District 751 in Seattle who helped them overcome an aggressive anti-union campaign.



Employees at Jorgensen Forge Corp. in Tukwila, WA voted to join the IAM. The highly-skilled workers make critical parts for the aerospace, maritime and drilling industries.



IAM Automotive Coordinator Boysen Anderson, second from right, led a team of more than 30 IAM representatives at negotiations with United Parcel Service and UPS Freight.

Members Ratify Major New Agreements at United Parcel Service and UPS Freight

More than 4,000 IAM-represented mechanics at United Parcel Service (UPS) and UPS Freight ratified new five-year contracts that cover over 100 locations nationwide.

Both deals increase employer pension contributions, up yearly tool allowances, include strict language on subcontracting work and improve military leave.

“Our negotiating team was well prepared to represent the interests of our UPS and

UPS Freight members,” said IAM Automotive Coordinator and lead negotiator Boysen Anderson. “The result was a contract with measurable wage and benefit improvements, along with the security that any IAM contract brings to our members and their families.”

The IAM represents more than 40,000 members in the automotive and trucking industries.

IAM Wins Important Workplace Safety Ruling at IKEA

Protecting worker safety is one of the IAM’s most important tasks, and when managers at an IKEA facility in Perryville, MD refused to let IAM representatives into the building to investigate complaints by Local I-460 members of unsafe working conditions, the response was strong and swift.

The IAM filed a grievance claiming a contractual right to access to its members to assure they are working in a safe and hazardous-free environment. The arbitrator ruled that IKEA



violated the National Labor Relations Act and could not deny access after proper notice is given by the union.

SEPTEMBER

Roanoke Rail Workers Restore Iconic IAM Bell



The venerable IAM District 19 bell that has helped open numerous Grand Lodge conventions and conferences got a complete makeover as part of a project by Local 165 members at the Roanoke Locomotive Shop with cooperation from the Norfolk Southern Railroad. From left, Local 165 members Randy Walker, Ridgeway Smith and Robbie Hepler.

IAM Member the True Founder of Labor Day?



U.S. Department of Labor spokesman Carl Fillichio holds a picture of IAM member Matthew Maguire, who a former DOL Secretary credits as the founder of Labor Day.

A debate has long simmered over who founded Labor Day in 1882, Peter McGuire, who was a founding member of the United Brotherhood of Carpenters, or Matthew MaGuire, a machinist by trade. MaGuire was later a member of IAM Local 344 in Patterson, NJ, and the Secretary of the Central Labor Union in New York.

Evidence has shifted toward Matthew MaGuire, so much so that at the 1968 IAM Grand Lodge Convention, the Secretary of Labor for President Lyndon Johnson said “as far as he was concerned, and as far as the Department of Labor was concerned, the founder of Labor Day was Maguire, the Machinist.”



From left, IAM General Secretary-Treasurer Robert Roach, Jr., IAM International President Tom Buffenbarger and William W. Winpisinger Education Center Director Chris Wagoner sign a new partnership for IAM members to pursue higher education degrees through the State University of New York Empire State College.

IAM Announces New Opportunities for Higher Education

Education has long been a top priority for the IAM. After the closure of the AFL-CIO's National Labor College, the IAM announced a new partnership with the State University of New York's Empire State College (ESC) that will enable IAM members to earn a bachelor's degree at the ESC Harry Van Arsdale Jr. Cen-

ter for Labor Studies and a master's degree from the ESC School of Graduate Studies.

IAM members will be able to complete part of the course requirements at the William W. Winpisinger Education Center. For information on the new program, contact the Winpisinger Center at 301-373-3300.

Canadian Members Hold Political Action Symposium



Canadian Education Representative Gord Falconer addresses participants at the first Canadian Political Action Symposium at the William W. Winpisinger Education Center.

Facing a wave of conservative attacks on working families and labor rights, more than 90 Canadian IAM representatives and District and Local Lodge Political Action Committee members took part in the first Canadian Political Action Committee Symposium.

Participants met to create a national agenda for political action and develop action plans in Districts and Locals in preparation for elections in 2015.



Missouri Gov. Jay Nixon announces that St. Louis workers will supply parts for the Boeing 777X program. Nixon is joined by state legislators, Boeing officials, Midwest Territory General Vice President Phil Gruber (standing behind Nixon in blue jacket) and IAM representatives from District 837.

St. Louis Members to Produce Parts for 777X Program

In St. Louis, the highly-skilled IAM-represented workforce was a key factor in the decision by the Boeing Co. to locate work in St. Louis facilities that will support the 777X composite wing program in Everett, WA.

“Boeing’s decision to in-source commercial work to St. Louis for the very first time marks

an historic moment and a huge win for Missouri, for Boeing’s workers, and for Boeing’s more than 600 suppliers and vendors around the state,” said Missouri Gov. Jay Nixon (D). The new work will mean an expansion of the current St. Louis composites facility with production expected to begin in 2017.

New Contract Ends Strike at Schneider Electric



More than 300 IAM members at Schneider Electric in Peru, IN, fought for a new contract after a two-week strike with support from the local community.

More than 300 IAM members working at Schneider Electric ended a two-week strike at the company’s Square D facility in Peru, IN. In addition to a \$1,600 signing bonus, there are general wage increases of 3 percent in year one, followed by 2 percent in years two and three.

IAM negotiators also addressed members’ concerns that the gap between lower- and higher-paid workers was growing too wide.

Sweden Elects Union Leader as Prime Minister

The global trade union movement made history when Sweden elected Stefan Löfven, a former welder and president of the Swedish Metalworkers' Union (IF Metall), as Prime Minister.

Löfven and Swedish trade unions have strong ties with the IAM. Under Löfven, the IAM and IF Metall signed an historic transatlantic partnership in 2007 to better serve union members employed by multi-national corporations. Löfven is now the only head of state to have visited the IAM's William W. Winpisinger Education Center.



Former trade union leader and new Prime Minister of Sweden Stefan Löfven, fourth from left, stands with IAM International President Tom Buffenbarger, center, IAM Chief of Staff and Director of Trade and Globalization Owen Herrnstadt, left, and a delegation of Swedish metalworkers during a visit to IAM Headquarters in 2012.

IAM Pilot Was a Hero to California Community



IAM members mourned the loss of Local 946 member and DynCorp pilot Geoffrey "Craig" Hunt who was killed when his fire fighting plane crashed while battling a wildfire near Yosemite National Park that threatened dozens

of homes in the nearby community of Calista, CA.

"My dad died a hero. There was not a day that went by that I didn't talk to my dad," said his daughter Sarah Hunt Lauterbach. "He was my best friend."

Lee McDonald



IAM General Secretary-Treasurer Robert Roach, Jr., sixth from left, IAM General Vice President Dora Cervantes, fifth from left, and staff present a check for more \$50,000 from fundraising events to Guide Dogs of America at the 34th annual William W. Winpisinger Charity Banquet in Las Vegas.

Guide Dog Charity Event Honors Fundraisers

The IAM-founded charity, Guide Dogs of America (GDA), honored fundraisers at the 34th annual William W. Winpisinger Charity Banquet in Las Vegas. More than 1,000 people attended the banquet where companies and IAM Districts and Locals presented donations and proceeds from fundraising events held throughout the year.

GDA's mission is to provide guide dogs and training free of charge to blind or visually impaired individuals. The cost to raise each

dog and provide training to the user is more than \$42,000. The fundraising events at the annual charity banquet raise more than 25 percent of GDA's annual budget.

GDA's highest honor, the "Gift of Sight" award, was presented to TCU-IAM National President Robert Scardelletti, New England Motor Freight Chairman Myron "Mike" Shevell and IAM District 15/Local 447 Area Director Russ Gittlen for their extraordinary commitment to supporting GDA.

IAM Members Help Win Key Midterm Races

The November 2014 midterm elections didn't have many gains for working families, but hard work by IAM members helped defeat an anti-labor millionaire and re-elect progressive Dan Malloy as governor in Connecticut and send an IAM member to the Maine Statehouse.

IAM activists put together a strong statewide grassroots campaign that included face-to-face discussions in shops, workplace flyers, mailings, phone banks and member-to-member house calling. The effort paid off with the election of all IAM-endorsed state constitutional officers and all four endorsed U.S. House members.

In Maine, after helping build the innovative IAM Maine Lobstering Union, lobsterman Robert Alley, Sr., ran for and won a seat in the Maine House. "I decided to take



A strong grassroots campaign by IAM members in Connecticut helped re-elect Gov. Dan Malloy, center, and many other pro-worker candidates.

it to the next level. We were going to have our own lawmaker at the Statehouse working hard not only for lobstermen, but for all working families in Maine," said Alley. "More union members need to run for public office. We can win and I'm living proof."

Workforce Summit Calls for Skills Training

IAM International President Tom Buffenbarger had a chance to spotlight the IAM's longstanding commitment to apprenticeship and vocational training at the Career and Technical

Education (CTE)/Workforce Development Summit in Washington, DC.

The summit focused on how career and technical education can prepare students for college and the workforce and emphasized the role of unions in partnering with communities, policymakers and businesses to jumpstart economic development.

"There's a gap in the amount of workers we're going to need and the type of skills training that is going to be required," said Buffenbarger. "We need the help of the business community, and more importantly the help of the education community, to explain to young people there's another great avenue to making a great living and having a high-quality job by coming into the skilled trades."



IAM International President Tom Buffenbarger, second from left, joins labor and business leaders on a panel on how best to match people to jobs in the new economy during the Career and Technical Education/Workforce Development Summit in Washington, DC.

DECEMBER

Trade Deal Protests Hit Home



Activists gather outside the U.S. Trade Representative's office in Washington, DC, to protest secret talks going on inside for another misguided trade deal, the Trans-Pacific Partnership Free Trade agreement.

The campaign to stop the flawed Trans-Pacific Partnership (TPP) took its fight to the steps outside the U.S. Trade Representative's office in Washington, DC. Labor, environmen-

tal and consumer advocates called attention to the secret negotiations going on inside for one of the largest corporate giveaways in a free trade agreement.

IAM Protests Attack on Pensions

In the final hours of the 113th Congress, the IAM was one of the few voices protesting legislation to "reform" rules for multi-employer defined benefit pension plans that will allow trustees of unhealthy plans to cut benefits to retired workers, something that was previously prohibited.

To try and derail the attack, the IAM ran a full-page ad in the influential Capitol Hill publications *Politico*, *Roll Call* and *The Hill*. The ad called on Congress to reject any proposal that would bail out a few troubled plans on the backs of existing retirees. Supporters of the attack on retirees slipped the legislation into the final omnibus spending bill that passed just before the holiday recess.

The Final Act of a Dying Congress?

In a move that deserves to live in political infamy, Congress is considering legislation that would open the door to steep cuts of the pension benefits of seniors and surviving spouses.

The proposed legislation would be attached to the massive omnibus spending bill, without opportunity for hearings and public comment.

Millions of retirees and surviving spouses have relied on the law protecting U.S. pensions for more than 40 years. They deserve better than this.

Congress must reject any rush to bail out troubled pension plans with a radical proposal that would impoverish American retirees.

This message paid for by the International Association of Machinists and Aerospace Workers, IAM-CIO

Southwest Airlines Agents Ratify New Agreement

IAM transportation-industry members ended the year on a good note when IAM-represented Passenger Service and Reservations Agents at Southwest Airlines voted to accept a new agreement.

The four-year accord covers nearly 6,500 workers at the carrier. It preserves the highest base wage rates in the airline industry, contains a signing bonus, industry-best job security provisions, the highest company-match for the defined contribution retirement plan and improved vacation flexibility, among other gains.



Bill Burke / Page One

IAM members at Southwest Airlines ratified a new contract that covers nearly 6,500 Passenger Service and Reservation Agents at the carrier.

Machinists Help Spread Holiday Spirit

Across the United States and Canada, IAM members in lodges large and small helped families in need get through the holidays with toy drives, food banks, fundraisers and many other ways to brighten children's lives.

Among the many holiday giving efforts, employees at IAM Headquarters adopted two families in need. Local 1280 members in Newark, OH donated bicycles to the Salvation Army "Bikes for Kids" program and Locals 776 A, B and C in Fort Worth, TX and District 776 also organized a bicycle drive for kids. Boeing workers in North Charleston, SC, who are in the midst of an IAM



IAM Local 1280 members in Newark, OH with bicycles ready for holiday donation to the Salvation Army. Their efforts were one of many community service projects at IAM Locals and Districts to make the holidays brighter for families in need.

organizing drive, helped the community Toys for Tots program.



Robert Scardelletti, right, and Russell Oathout, left, celebrate their respective elections as TCU/IAM National President and TCU/IAM National Secretary-Treasurer.

TCU Delegates Gather for 34th TCU Convention

The election of all TCU top officers displayed the strength, solidarity and trust in the leadership that is needed to move TCU into the future.

TCU/IAM delegates and members converged for the 34th Regular TCU Convention, marking TCU's 115th anniversary.

TCU/IAM National President Bob Scardelletti inspired delegates with an overview of TCU's current state and its future.

Scardelletti singled out the strong efforts by National Officers and Long Island Local Chairmen to win an agreement and avoid a strike on the Long Island Rail Road.

"We will never back down... not as long as I'm President," said Scardelletti to thunderous applause. "Not as long as our local representatives are as strong and as dedicated as you are."

Scardelletti said training of local repre-

sentatives, the cornerstone of his presidency, would continue at the William W. Winpisinger Education Center. “We have a training facility that we can call our own... There is no better union dollar spent than the one that educates our local reps.” The delegates considered a resolution to increase the amount that will go into both the Education Fund and the Convention Fund.

IAM International President Tom Buffenbarger explained how much the IAM Executive Council appreciated TCU, not only in the recent IAM election but how much stronger having TCU makes the entire union.

AFL-CIO President Rich Trumka congratulated all the officers and delegates and thanked them for the important work they are doing. “Doing the duty of keeping your union strong makes every union strong,” said Trumka. “That strength will show as we negotiate because every union stands together.”

The election of all the TCU top officers by acclamation displayed the strength, solidarity and trust in the leadership that will move TCU into the future. TCU/IAM Vice President and Special Assistant to the President Joel Parker nominated Scardelletti, saying, “The time is now for a man of his leadership. The time is now for a man of his experience... The time is now for a man of his strength.”

Also in a show of unity and solidarity, Scardelletti nominated Carmen Division General President Rich Johnson to another term. Johnson, Assistant General President Carl Tingle and every Carmen Division General officer were unopposed and elected by acclamation.

TCU Long Island Rail Road Members Overwhelmingly Ratify Contract

TCU members on Long Island Rail Road (LIRR) voted to ratify a new contract by 97 percent, the largest margin ever. MTA stalling caused LIRR members to go four years without a contract and endure two Presidential Emergency Boards (PEBs). The new agreement achieves more money for all current workers than both PEB recommendations.

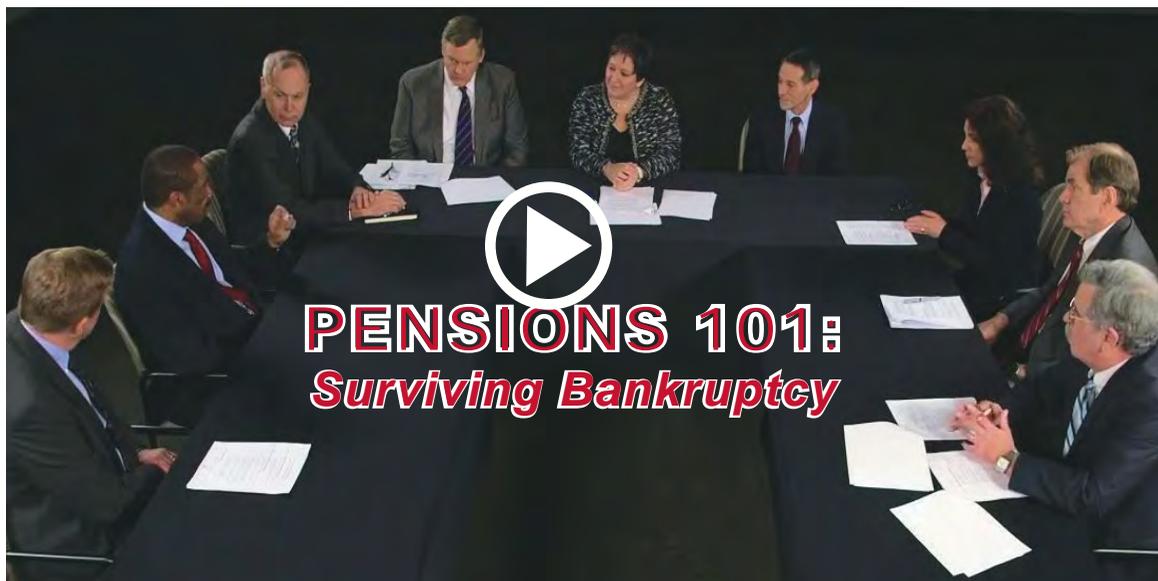
Wage increases total 18.4 percent in compounded increases over 6-1/2 years. Compromises on new hire pension contributions and rate progressions are modest, and far less than what MTA was publicly demanding. There will be no retroactive health and welfare payments

“I would like to thank the TCU members on Long Island Rail Road for their steadfast support in standing strong for what they deserve,” said TCU President Robert Scardelletti. “The tireless efforts of TCU Vice Presidents Joel Parker and Arthur Maratea together with TCU National Representative William DeCarlo and each Long Island Local Chairman made this agreement possible and averted a strike.”



TCU members rally in Massapequa, NY in support of the Long Island Rail Road contract.

Machinists Launch Playbook Against Corporate Bankruptcy



*A key group of experts take part in the “Pensions 101: Surviving Bankruptcy” video for an IAM education program to protect collective bargaining agreements during corporate bankruptcy. From left, Chris Wag-
oner, Director of the William W. Winpisinger Education Center; IAM General Secretary-Treasurer Robert
Roach, Jr.; Michael Merrill, Dean of the SUNY Empire State College Harry Van Arsdale Jr. Center for
Labor Studies; Michael Rae, Deputy Chief of Negotiations and Restructuring of the PBGC; Beth Almeida,
Consulting Economist; David Neigus, IAM Associate General Counsel; Sharon Levine, Partner at Lowen-
stein Sandler LLP; Charles Finke, PBGC Associate General Counsel; and Joe Martocci, Legal Services
Manager of IAM National Pension Fund.*



*Corporations now use bankruptcy to harm working families
while keeping profits and management intact.*

The IAM took the fight to protect union members at companies facing bankruptcy head on in 2014 with the launch of “Pensions 101: Surviving Bankruptcy,” an introductory video to a new IAM education program.

“We are creating a playbook for navigating unions through the corporate bankruptcy process,” said IAM General Secretary-Treasurer Robert

Roach, Jr. “After dealing with numerous bankruptcies, particularly in the airline industry, we began working with our experts, staff, the Pension Benefit Guaranty Corporation and the SUNY Empire State College Harry Van Arsdale Jr. Center for Labor Studies to develop a response to current university programs that teach business students how to break union contracts and steal our benefits.”

The video features IAM members who faced bankruptcies at US Airways and Hawker Beechcraft, retired AFSCME members fighting for their pensions in the wake of Detroit’s 2013 bankruptcy filing, and a roundtable of bankruptcy experts as they examine the early warning signs of a looming bankruptcy filing. The video show how to prepare and what to expect at each phase of the bankruptcy process.

Watch “Pensions 101: Surviving Bankruptcy” at <http://iam4.me/goiam-pensions101>.

Personal Stories

“Today a bankruptcy in corporate America is used as a business plan to increase the profits of the upper echelon,” said IAM Local 1725 member Bill Wise, a US Airways employee. “If you or I went in to file bankruptcy, it’s devastating. And it’s 10 years before you can dig out of that hole. If you start hitting corporations and their personal finances like a bankruptcy hits us, you would probably see that game plan pulled off the table.”

“Where’s the incentive from the old days when they said if you work hard and do the right things, you could have a decent life?” asked retired city of Detroit employee Donald Smith. “That doesn’t exist anymore.



Bill Wise, President
IAM Local 1725
US Airways Employee

“Today a bankruptcy in corporate America is used as a business plan to increase the profits for the upper echelon. If you or I went in to file bankruptcy, it’s devastating. And it’s 10 years before you can dig out of that hole.”

Where’s the American Dream? This is a nightmare. I’m not asking for welfare – I worked all my life. I’m asking for what I earned. Nothing more, but no less.”

AFL-CIO-affiliated unions across the nation received a front-row seat to the IAM’s premiere showing at the AFL-CIO Secretary-Treasurers’ Annual Conference in Washington, DC. The showing received high praise and sparked a robust discussion on the importance of the issue.

Young Machinists Carry IAM Flag into the Future

Today's 20- and 30-somethings are the IAM's future, and in many cases, already the present. As a whole, they're the most educated and technologically-savvy generation the world has ever seen. They're a diverse group, and surveys tell us they're extremely ambitious and open to change.

They also have positive views of organized labor. More than six in 10 young people view labor unions favorably – more than 10 points higher than the national average.

“We have an extremely robust group of young people in the IAM who are chomping at the bit to get more involved in our union,” said IAM General Vice President Diane Babineaux. “They're ready to lead, and we're giving them every opportunity to do so.”

Dan Janssen of Ontario Local 2323 is already making his mark on the IAM. Janssen, an Air Canada baggage handler, became vice president of his Local in August 2014.

“The more you put yourself out there, the more opportunities you'll have,” said Janssen,

33. “Ultimately, the union is a way to help my coworkers and be a part of something bigger than myself.”

The IAM's Young Machinists program has proven to be a powerful networking tool for members like Janssen, who says it's “good to know that other young members are sharing your experiences.”

More than a hundred young IAM activists came to San Antonio, TX, in January 2014 for the IAM's Young Workers and Emerging Leaders Conference. They walked with thousands of others in the country's largest Martin Luther King, Jr., Day march, built homes for low-income families in a day of service with Habitat for Humanity and exchanged ideas during workshops on communication, organizing, collective bargaining and community involvement.

In August 2014, the IAM launched its first-ever Young Machinists class at the William W. Winpisinger Education Center. The week-long Young Workers Strategy Program brought together 27 young IAM members from across





Participants in the first Young Workers Strategy Program at the William W. Winpisinger Education Center are part of the IAM's Young Machinists effort to prepare the next generation of activists and leaders to keep the IAM a strong and vibrant union.

the U.S. and Canada, covering topics from organizing to political activism.

Daleville, AL, Local 2003 member Royce Fontenot, 31, attended the pilot class and was able to help other Young Machinists plan their own committees. He's chair of the 13-member committee at his local, which hosts regular socials and fundraisers.

"If we don't get involved, our Local will fail. It will go away," said Fontenot. "Everything our senior members fought for – the amount of

money we make, the benefits we get – all of this is worth fighting for."

Andi Petersen, 35, is President of IAM Local 839 in Wichita, KS. Her parents, both union members, were able to raise five children on the pay and benefits they received through a union contract.

"If we don't move forward, we'll move backward," said Petersen. "I don't sugar coat it for our members. If we don't keep it going, then everything our ancestors fought for will be gone."



IAM Maine LOBSTERING UNION Makes Steady Progress



Members of the IAM Maine Lobstering Union Local 207 spent many hours at the IAM's William W. Winpisinger Education Center developing successful strategies to better the lives of Maine's lobstermen and women.

The IAM Maine Lobstering Union (IMLU), a local that began with a few determined members on the island of Vinalhaven, has grown to include thousands of members along Maine's nearly 3,500-mile coastline and continues to be one of the IAM's most unique organizing efforts.

The IMLU has become an effective statewide organization that gives lobstermen, who have traditionally been independent operators, a legal way to discuss issues that impact their daily lives.

Since starting in early 2013, the IMLU has successfully lobbied to allow active duty service members to maintain their licenses

while serving their country, reduced an annual surcharge on license fees for lobster marketing and blocked a bill that would have let commercial dragging operations possess lobsters.

The IMLU also became a way for lobstermen to get access to affordable health and boat insurance.

Building on their successful organizing model, IMLU Local 207 gathered again in 2014 at the William W. Winpisinger Education Center in Southern Maryland, where members strategized on organizing and discussed issues that were coming up.

Challenges that face the industry include increasing limits on the amount of traps

that can be used, low lobster prices and mandates for whale-safe "sink rope" that often results in the members losing their traps altogether.

"We've jumped over quite a few barriers in the Statehouse," said IMLU Local 207 President Rocky Alley, who outlined the group's overall goal of continued growth and to keep lobbying to help save an industry plagued by low lobster prices and rising costs associated with government regulation and boat maintenance.

"Our power is in numbers. I try to get more people to listen and to join up with us," said IMLU member Spencer Dyer. "Because together we can all do a much better job than we can one-on-one."

IMLU members spread the word by staffing a booth at the Maine Fisherman's Forum and continuing lobbying efforts on issues such

From a small group of lobstermen in Vinalhaven, ME, the IAM Maine Lobstering Union has grown into a strong voice for workers in the lobstering industry such as Captain Troy Ames, right, and crew member Darren Ames.

as dredging and a program for issuing bonds to build Maine's lobster processing industry.

By summer 2014, recognizing it was an election year and that change starts at the ballot box, Local 207 members began lobbying for worker-friendly candidates for state office.

Alley and Local 207 Secretary-Treasurer Julie Eaton were featured in "I'm with Mike," a TV ad promoting Maine Democratic gubernatorial candidate Mike Michaud, a longtime friend of the IAM.

And given the newly-formed local's early success at the Statehouse, Local 207 member Robert W. Alley, Sr., tried his hand at running for Maine's 138th House District,



a collection of seaside communities on the state's northeastern coast.

"I had a newfound faith in the idea of government of the people, by the people and for the people," said Alley, Sr. "I then decided to take it to the next level – we were going to have our own lawmaker at the Statehouse working hard not

only for Lobstermen, but for all working families in Maine. More union members need to run for public office."

Alley, Sr., was one of many union members to be elected in the 2014 midterms.

"The labor movement is finding out that many of our so-called friends in government have forgotten that friendship is a two-way street," said IAM Eastern Territory General Vice President Lynn Tucker, Jr. "This is how we change that, this is how you change your government – you take their jobs."



Members of the IAM Maine Lobstering Union (IMLU) have become an effective force to advocate for legislation that helps their industry. Left, IMLU members meet with legislators at the Statehouse in Augusta.

TPP: Another Bad Trade Deal in the Works



Workers around the world are gearing up to stop another bad trade deal, the Trans-Pacific Partnership (TPP). The proposed deal, being negotiated in secrecy, would give corporations sweeping new powers and accelerate job loss in the U.S. and Canada.

Workers around the world are battling to stop another bad trade deal, the Trans-Pacific Partnership (TPP) Free Trade Agreement.

The TPP, which incorporates the worst corporate-friendly provisions of previous trade disasters like NAFTA, will include the U.S., Canada and 10 Pacific Rim nations, including notorious human and labor rights violators Vietnam, Brunei and Mexico.

Except for some leaks to the media, negotiations have been closed to the public and participating governments aren't releasing any details of the pact's 29 chapters. Negotiations are, however, open to business interests, including 600 U.S. corporate "trade advisors" who are making sure the TPP grants sweeping new powers to businesses at the expense of workers and communities.

The IAM has long argued that countries signing onto the TPP must respect and enforce fundamental human rights, which include the

right to join a union and engage in collective bargaining. Standards set by the United Nations agency known as the International Labour Organization (ILO) provide clear and predictable provisions that reflect these rights and should be adopted. Past trade agreements have failed to adequately reflect these ILO standards, and there is little reason to believe the pending TPP will adopt them and move beyond the failed labor chapters of Bush administration agreements.

Another nefarious proposal is the expansion of the "investor-state" system that permits corporations to use private World Bank tribunals to demand compensation for any environmental, labor, public health, consumer safety, financial regulation or other protective laws that could diminish any "expected future profits."

Corporations have already made taxpayers around the world pay more than \$400 million in compensation and there are nearly \$14 billion in pending claims. "Buy American" laws would

also be diminished because corporations in any TPP signatory country would have equal access to U.S. procurement contracts.

The TPP would accelerate job loss by giving corporations greater investor protections abroad and more benefits for relocating investments and jobs overseas.

In the U.S., the fight to stop the TPP has focused on stopping Congress from passing “Fast Track” trade authority that makes it easier to approve the final TPP agreement. Under Fast Track, Congress cannot make any changes to the proposed TPP agreement and can only vote a simple yes or no to approve the deal.

The labor movement and dozens of consumer, environmental and other advocacy groups continue to demand fair trade agreements that protect workers and communities and reign in corporate power.

“It’s time our nation’s leaders support trade rules that work for America’s working families,” said IAM International President Tom Buffenbarger. “We need trade policies that create jobs here at home, not overseas; trade policies that improve working conditions and strengthen workers’ rights; uphold and strengthen ‘Buy American’ laws; protect the rights of sovereign governments to make policies in the public interest and transparency



“ Minnesota Rubber used to be a good place to work. Family values are gone. Now it’s just a corporation looking for cheap labor. It’s bad enough Minnesota Rubber is leaving the workers in Watertown and the community high and dry, but they are exploiting workers in other countries as well. Free trade agreements are no good for American workers or workers around the world.”

Susan Lauseng and Steve TeKrony
IAM Local 2357
Minnesota Rubber, Watertown, SD
Their plant is moving to Mexico

throughout the entire negotiation process.”

IAM members can join the fight for fair trade by calling Congress at 202-224-3121 and demanding a “No” vote on Fast Track and the TPP. Stay informed by visiting www.goiam.org.

“ Maniwoc Ice is making a good profit, but we can’t compete with poverty wages in third-world countries. Free trade agreements are turning cities like Maniwoc into ghost towns, hurting workers, local businesses and the community.”

Steven J. Garber, IAM Local 516
Maniwoc Ice, Maniwoc, WI
The plant is moving to Mexico



IAM Retiree, D-Day Vet Joe Reilly Fights for Working Families

IAM retiree Joe Reilly, 93, is a common sight at San Diego-area political events. A phone bank for a labor-friendly candidate? He's there. A proposal to cut education funding or benefits for the poor? He's raising hell.

In his 28th year of retirement, Reilly is on the front lines of the labor movement. "I'm proud as heck of being a Machinist," said Reilly, a 59-year member.

But before Reilly was a labor activist, he was a war hero. On June 6, 1944, as a member of the Army's 101st Airborne Division, Reilly parachuted onto Utah Beach in Normandy, France during the D-Day invasion. He was horrified by what he saw.

But Reilly survived D-Day and then the Siege of Bastogne in December 1944. Reilly learned how to be selfless in

humankind's most ruthless arena – war.

After the war, Reilly went to work at the Parker Pen Co., where he spent almost 30 years as a journeyman toolmaker.

"I enjoyed my work every minute of my life," said Reilly.

He was also grateful for his IAM contract, which provided the pension he still lives on today. And he wants today's workers to have the same benefits he did.

Reilly spends his time fighting for a raise in the minimum wage, campaigning for candidates who share his respect for working families and lending a hand to a number of other progressive causes in the San Diego area.

"My compassion nowadays is for the average worker in



Even at 93, IAM retiree Joe Reilly is always ready to lend a hand, such as volunteering for labor-friendly causes at a local phone bank in San Diego, CA.

today's workforce," said Reilly.

He recently sharpened his skills by taking the week-long Retirees Education and Strategy class at the IAM's William W. Winpisinger Education Center. Reilly says he stays current because he has to – the attacks on the working class won't stop.

"We don't always win, but by God we give it our best shot," said Reilly. "If you keep trying, at least you have the advantage of knowing you did your best."

From IAM Retiree Clubs to the annual IAM Retirees Conference, Machinists Union retirees have ample opportunity to stay involved in their union. For more information, contact IAM Retirees, Community and Membership Services Department at 301-967-3433.



IAM retiree and D-Day veteran Joe Reilly, right, speaks with IAM International President Tom Buffenbarger after attending a Retiree Education class at the William W. Winpisinger Education Center.

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