



142 OBSERVER

Spring 2011

Official Publication of IAMAW District Lodge 142



In this issue...

Alaska Airlines employees ratify three-year contract

IAM members under the Clerical, Office and Passenger Service Agreement at Alaska Airlines voted overwhelmingly to ratify a new contract that includes pay raises, a \$1,500 signing bonus, job security provisions and participation in an annual performance-based pay incentive plan.

The incentive plan will provide IAM members at Alaska Airlines with more than a month's wages for their work in 2010.

The three-year contract covers 2,700 Clerical, Office and Passenger Service workers at the Seattle-based airline.

The contract places IAM members at Alaska near the top of the airline industry in pay and benefits, along with long-term job security.

Negotiations between the IAM and Alaska Airlines began in March 2010 and concluded with a tentative agreement in December 2010.

President's Report

Temperatures rising on the national front

As spring edges toward summer, we can feel the temperatures rise on a number of fronts.

In several states, passions have been pushed to the boiling point as Republican governors, emboldened by the "Tea Party" victories of last November, have launched a campaign of extermination against labor unions.

The uproar is loudest in Wisconsin and Ohio, traditional strongholds of unionism, where Governors Scott Walker and John Kasich have signed bills that deny the fundamental right of government workers to bargain collectively. Similar assaults are being waged in Indiana, Missouri, Tennessee, New Jersey, Colorado and other states.

I'm proud to see that America's labor unions aren't taking this quietly. Far from it! On a nationwide Day of Action on April 4, unions from the public and private



Tom Higginbotham

President and General Chairperson

sectors spoke with one voice, vowing to fight back with vigorous political action.

The IAM stands proudly in the vanguard of efforts to reverse this tide on the national and state levels.

In the air transportation industry, District Lodge 142 is engaged in an equally vigorous campaign on behalf of Flight

(Please see page 12)

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EAP Report

By Paul Shultz, EAP Chairperson

DUI: An avoidable tragedy

We have heard the warnings on the news and seen the ads on TV: Don't drink and drive!

Unfortunately, too many people still aren't getting the message, and as a result too many people are still dying on our streets and highways.

Every traffic fatality or injury that results from DUI — driving under the influence of alcohol — represents a tremendous tragedy to family members, friends, co-workers and the entire community. Each tragedy becomes even worse when we consider that it never would have happened if people behaved more responsibly.

With that in mind, here are some sobering (literally, I hope) statistics about alcohol-impaired driving:

Fatalities

25,000 people are killed each year in alcohol-related accidents.

Nearly 500 people are killed each week in alcohol-related accidents.



71 people are killed each day in alcohol-related accidents.

One American life is lost every 20 minutes in alcohol-related auto crashes.

Alcohol-related crashes are the leading cause of death for young Americans between the ages of 16 and 24.

For all Americans between 5 and 35 years of age, motor vehicle accidents are the number one cause of death.

More than 50 percent of all fatal highway crashes involving two or more cars are alcohol-related.

More than 65 percent of all fatal single-car crashes are alcohol-related.

More than 36 percent of all adult pedestrian fatalities involve an intoxicated pedestrian.

Accidents and injuries

Two million alcohol-impaired driving collisions occur each year.

It is estimated that one out of every two Americans will be involved in an alcohol-related accident in his or her lifetime.

Each year, 708,000 persons are injured in alcohol-related crashes.

74,000 of them suffer serious injuries.

About 2,000 people are hurt each day in alcohol-related accidents.

Arrests

When a drinker is at the legal level of intoxication, the risk of causing an accident is six times greater than it is for a non-drinking driver.

The average alcohol-impaired driver arrested on the highway has a blood alcohol concentration (BAC) of .20 percent, more than double the level for presumed intoxication in most states.

To reach a BAC of .20 percent, a typical 180-lb. man would have to consume 14 drinks of 86-proof liquor (or 14 beers) over four hours.

Of every 200 to 2,000 alcohol-impaired drivers on the road, only one is arrested. Of those who are caught, very few receive a serious penalty. This is tragic.

Between 7 p.m. and 3 a.m. on weekends in some parts of the country, 10 percent of all drivers are legally impaired.

Most Americans drink alcohol. More than 80 percent admit to driving after drinking.

Relatively few problem drinkers, about 7 percent of the driving population, account for more than 66 percent of alcohol-related fatal accidents.

Youth

Although persons between 16 and 24 years old comprise only 20 percent of the total licensed population and account for only 20 percent of the total vehicle miles traveled in this country, they cause 42 percent of all fatal alcohol-related crashes.

Economic and social cost

According to a recent Allstate Insurance Company study, alcohol-impaired drivers are estimated to cost

American taxpayers \$21-24 billion every year.

National Geographic recently stated that alcohol abuse costs American society \$136 billion and 65,000 lives annually.

Miscellaneous facts

An accident by an alcohol-impaired driver is the most frequently committed violent crime in the United States today.

The United States has one of the safest highway systems in the world, due in part to design characteristics. We have relatively few fatalities per 100 million miles driven. But the proportion of our accidents involving alcohol is among the highest in the world.

Off the road, alcohol consumption is connected to 40 percent of all suicide attempts, 54 percent of all violent crimes, 60 percent of all emergency room admissions and 80 percent of all domestic disputes.

If you have been drinking...

...there are alternatives to drinking and driving!

If you need a ride, call a cab, call a friend or take public transportation. Many communities have designated-driver services. There is also a national directory for these services.

DUI not a viable alternative

If you have a problem with alcohol or any other behavioral health problem, contact your local EAP coordinator or Paul Shultz, District Lodge 142's EAP chairperson, (704) 357-0027 (office), (704) 907-3563 (cell) or pm.shultz@att.net.

□ The above statistics are compiled by the Community Alcohol Information Program, Inc. and the United States Department of Transportation.



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Secretary-Treasurer's Report

By Dave Supplee



Welcome, former members of DL 143!

District Lodge 143, which was the union home of IAM members working at Northwest Airlines, was disbanded on Jan. 31.

After losing the representational election at Delta, the District lost a large portion of its membership, making it difficult to continue operations. It was decided that the remaining members — from Alaska Airlines, Air Wisconsin and Great Lakes — would be moved into District 142.

We welcome these members to District 142!

Some local lodges had been working with District 143 for processing dues. Those lodges will continue their practice of reporting dues, but will deal with the International union rather than District 143.

We will work with those local lodges and assist them with their duties during the transition.

Mailings and address updates

In my last article, I emphasized the need to make sure the District has everyone's current mailing address.

With Continental members voting on their tentative agreement, it was decided this vote would be done by mail ballots. On Jan. 26, we mailed more than 8,400 information packets with ballots and return envelopes to the current members. These addresses were run through a software program



What do 8,400 tentative agreements look like? Here are the mail buckets waiting to be picked up by the mail house for processing. More than a half a million sheets of paper were used to print tentative agreements for every member.

to check them against address changes the Postal Service had on record.

The program then updated our address list with the most current addresses available.

With more than 8,400 pieces mailed, we only had a little more than 200 returned as undeliverable.

Now that we have an accurate

address list, it is just as important that your company is updated on your current mailing list.

With the merger of Continental and United moving forward, a representational election will take place soon.

This election is handled by the National Mediation Board, which will mail the election materials to all eligi-

ble employees. The NMB will use the address list provided by both Continental and United Airlines.

So, if you have moved and have not advised your company, it is important that it has a good address for you to receive your voting material. Pass the word to your co-workers, too!

Keep DL 142 up to date with your information

Remember the old phone company TV commercial that asked you to "reach out and touch" someone? To be effective, your union must be able to "reach out" and communicate with its members about a variety of issues, including political affairs and important issues in the industry.

To do that, we need up-to-date information about our members. You can help by notifying the District whenever you change your address or phone number.

It's helpful to include the District's phone number, (816) 452-6646, on your cell phone's list of contacts. Also, be sure to bookmark the District's website, www.iamdl142.org, on your web browsers.

When you update your contact information, please make sure the District Lodge has your email address as well. This offers us a valuable way to communicate with you in the event of an urgent situation, like an emergency meeting.

Help your union "reach out." Let us know how to reach you!

District Lodge 142 change of address form

Name: _____

New Address: _____

City: _____ Zip: _____

Email: _____

Company and Location: _____

Home Phone: () _____

Cell Phone: () _____

Please complete this form and send it to:
IAMAW District Lodge 142, 400 N. E. 32nd St., Kansas City, MO 64116

Notify your carrier, too!

All voting materials for Flight Attendants will be sent out from your carrier. Make sure your employer has your current residence on file!

Update your address with your union and your employer!

Flight Safety

By John Hall, Flight Safety Committee Director



The air we breathe while in the air



Over the years we've all experienced some strange odors when flying. These odors come from everywhere — from spilled drinks, dirty seat covers, sick passengers and lavatory fluid spills.

Most of these are innocuous, but some other smells that come from different sources are not so harmless.

This is not a new problem and it is widespread. The FAA reported on Oct. 6, 2010, that more than 900 incidents of "smoke/fumes unknown source" are experienced in the United States every year.

Many types of chemicals can contaminate the cabin air. When they are overheated, aircraft engine oils, fuel and hydraulic fluids create and release organophosphates and carbon monoxide. These are introduced from vari-

ous sources into the air conditioning system.

The source of these contaminants is usually the engine bleed-air systems, the APU bleed air system or even the air-cycle machines themselves.

These chemicals, though not fatal, are harmful. However, they affect everyone differently. The most commonly reported effects on people are acute respiratory, neurological, systemic and psychiatric symptoms. These typically occur within minutes to a few hours following the contaminated bleed-air event.

Scores of flight and cabin crew members have been medically furloughed due to these releases and passengers have been sickened.

The bleed-air systems are not filtered and contaminant levels are not monitored. No mechanical-electrical

bleed air-contamination detection systems are installed on aircraft today. Unfortunately, the only sensors on board are the noses of the crew and passengers, and these are subjective.

These odors and fumes are often fleeting in duration. Through experience we have been able to match certain odors to suspected causes.

A burning, acrid or sulfurous smell indicates an electrical equipment malfunction. Odors that smell of fuel, oil, chemicals, smelly socks or mustiness have been traced to engine or APU oil contamination in the air conditioning ducts.

It is important to report these odors to the flight crew. It is just as important that the flight crew report these odors to maintenance so they can be addressed.

Uproar over Wisconsin law compared to Egyptian revolt

Wisconsin Gov. Scott Walker's bid to strip collective bargaining rights from state employees ignited a firestorm of protests by labor unions and their allies across the nation.

Protests also focused on proposed anti-union laws in several other states, including Indiana, Ohio, California, Tennessee, New Jersey, Michigan, Iowa and Alaska.

Pro-union demonstrations in Madison, Wisconsin's capital, prompted several observers, including conservative U.S. Rep. Paul Ryan (R-Wis.), to compare the protests to the demonstrations that overthrew Egyptian President Hosni Mubarak earlier in February.

"It's like Cairo's moved to Madison these days," Ryan said on MSNBC.

As if to underscore Ryan's statement, someone in Egypt contacted a restaurant in Madison to order a pizza to be delivered to workers demonstrating outside the Capitol, the Politico website reported. Similar calls came from Korea, Finland, New Zealand, Denmark, Australia, Canada, Germany, China, England, The Netherlands, Turkey, Switzerland and Italy.

Here is an update on events in several states as this edition of the Observer goes to press:

Wisconsin: Wisconsin Circuit Court Judge Maryann Sumi issued a temporary injunction on March 18 against the newly-passed law that denies collective-bargaining rights for the state's government workers.

Sumi issued the order against publication of the law by Wisconsin's secretary of state. Publication is required before a law can go into effect.

Opponents are trying to block the legislation on the grounds that Senate Republicans violated the state's "open meetings" law when they rushed a revised version of the bill through the Legislature before Democrats could respond.

On March 25, Wisconsin's Legislative Reference Bureau published the legislation in apparent violation of the injunction.

These legal maneuvers are the latest of a series of tactical moves since the bill was introduced in February. Senate Democrats left the state to block a vote and tens of thousands of protesters marched on the Capitol in Madison as Wisconsin became the center of a national fight over Union rights.

Ultimately, the law's fate will be decided by the state's Supreme Court. Meanwhile, angry citizens have launched recall drives against several of the Republican legislators.

Ohio: Pro-union forces in Ohio launched an initiative campaign to repeal a law to take away the collective bargaining rights of public workers. The Republican-controlled legislature passed the bill on March 30 and Gov. John Kasich signed it the next day.

Indiana: Democrats in the Indiana House of Representatives returned to the Capitol in Indianapolis on March 28, five weeks after they left the state to deny a quorum for votes on 11 anti-Union bills in the Republican-controlled body.

The Democrats were successful in persuading Gov. Mitch Daniels and other Republican leaders to drop their support for "right to work" legislation that would have severely weakened Unions in Indiana.

Indiana's Republicans also agreed to exempt fewer government projects from Indiana's construction wage law.

Michigan: More than 5,000 Union, community, education and other activists gathered at Michigan's Capitol in Lansing on March 16 to protest Gov. Rick Snyder's "financial martial law" legislation.

The bill would let Snyder declare a "financial emergency" in a city or school district and appoint a manager with broad powers, including the ability to fire local elected officials, break public workers' contracts and even eliminate entire cities or school districts without public input.

At the same time, Snyder wants to cut business taxes by 86 percent while increasing taxes on the working poor, students and seniors.

Maine: Gov. Paul LePage ordered a mural removed from the lobby of Maine's Department of Labor because it was too pro-Labor.

The 26-ft. mural by artist Judy Taylor depicts scenes from the working-class history of Maine. It will be re-installed in the city hall of Portland, Me.

Soon after the mural was removed, labor activists drove up to the building at night and projected it on the facade — bringing back, if only temporarily, the image that Gov. LePage sought to erase.

A video of the event is viewable at www.youtube.com/watch?v=JuxSEvFkPiQ&.

Missouri: Union members lobbied state House and Senate members in Jefferson City against four "right to work" bills that have been introduced in the legislature.

IAM 'road shows' for Flight Attendants

Forums explain the advantages of a union that is 55,000 strong

In the Chicago area, the first of a series of IAM "road shows" featured a panel of Continental flight attendants who spoke to United flight attendants about the advantages of IAM membership.

The panelists in the forum near O'Hare airport, answered the United attendants' questions about the advantages of IAM membership and the Continental flight attendants' current contract.

Robert M. Roach, IAM General Vice President in charge of the union's Transportation Department, attended the session.

"We need to get the message out to United flight attendants about the advantages of joining a union that is 55,000 members strong," Roach said.

GVP Roach said the IAM is the key to achieving higher pay and better benefits for United flight attendants.

"For too long the carriers have made us fight each other," he said. "We know that being a part of an international union that is 700,000 members strong is the best way to improve the quality of life for all of our members."

Roach said that flight attendants who are members of the IAM make about 30 percent more than United flight attendants.



IAM General Vice President Robert Roach Jr. discusses the importance of joining the IAM with Flight Attendants from ExpressJet at O'Hare airport in Chicago.

"Our goal is to bring everybody up and improve on those wages," Roach said.

"With our union's strength, I believe improvements will be made not only for flight attendants but also for Ramp Service workers and CSRs."

Roach said the panel discussion helped bring out the truth about the union.

"There has been a lot of mudslinging by management about the IAM,"

he said. "Our goal is to tell the truth.

"Based on the questions and my observations, I believe this event succeeded in clarifying the issues."

Roach said the United flight attendants' opportunity to join the IAM is "historic."

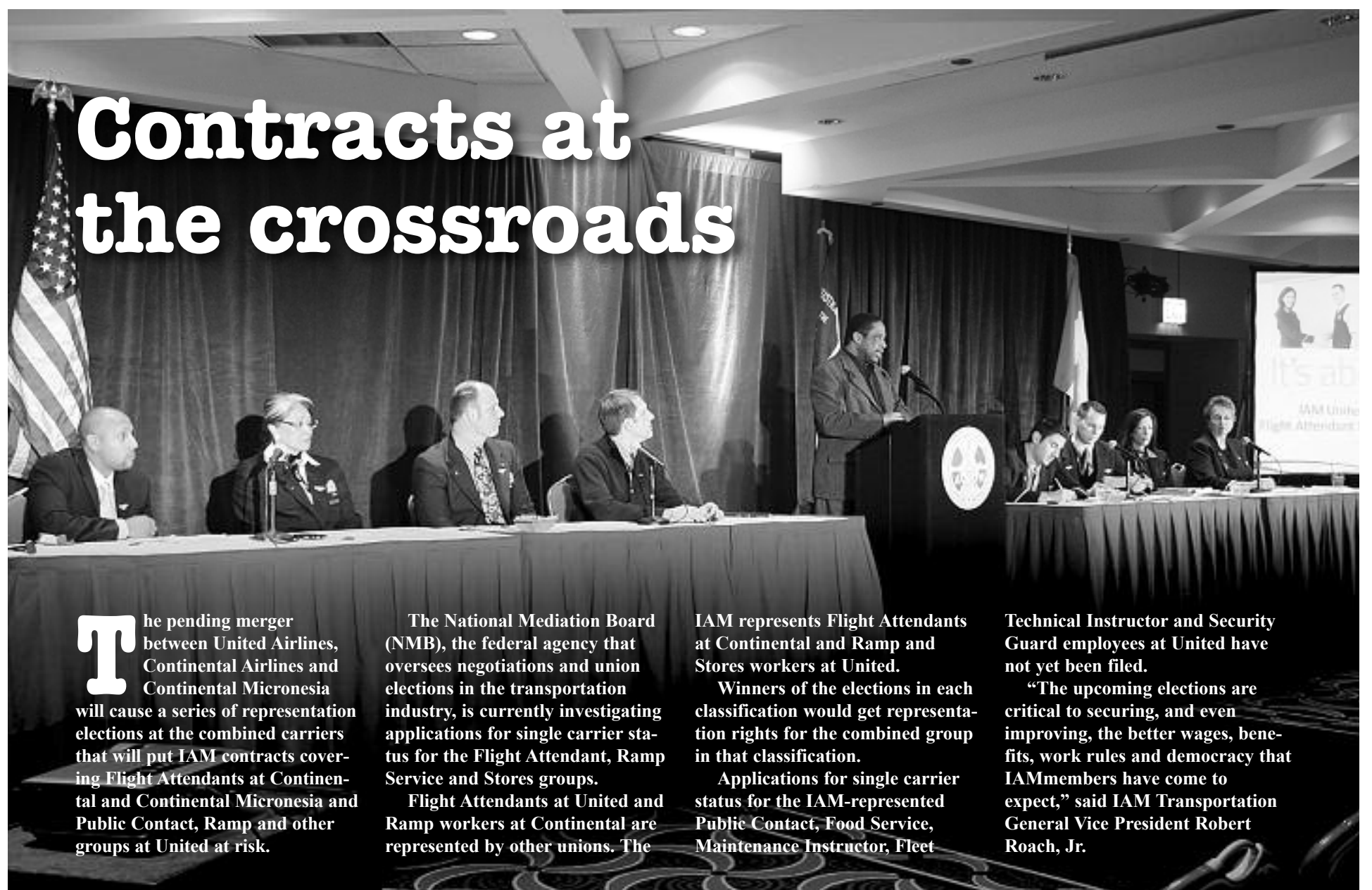
"This is something that only occurs once in a working person's lifetime," Roach said. "Working with Ramp leadership and CSR leadership, we will have a chance to do something that has

never been done before.

"We can set a precedent that all of the other carriers will have to follow."

Other "road shows" were scheduled in March in Las Vegas, Los Angeles, Boston, Newark, La Guardia, Washington D.C., Cleveland, Honolulu, Guam, Narita, Frankfurt, London and Hong Kong.

For more information, call (855) IAM-United or visit FAMergerMatters.org.



Contracts at the crossroads

The pending merger between United Airlines, Continental Airlines and Continental Micronesia will cause a series of representation elections at the combined carriers that will put IAM contracts covering Flight Attendants at Continental and Continental Micronesia and Public Contact, Ramp and other groups at United at risk.

The National Mediation Board (NMB), the federal agency that oversees negotiations and union elections in the transportation industry, is currently investigating applications for single carrier status for the Flight Attendant, Ramp Service and Stores groups.

Flight Attendants at United and Ramp workers at Continental are represented by other unions. The

IAM represents Flight Attendants at Continental and Ramp and Stores workers at United.

Winners of the elections in each classification would get representation rights for the combined group in that classification.

Applications for single carrier status for the IAM-represented Public Contact, Food Service, Maintenance Instructor, Fleet

Technical Instructor and Security Guard employees at United have not yet been filed.

"The upcoming elections are critical to securing, and even improving, the better wages, benefits, work rules and democracy that IAMmembers have come to expect," said IAM Transportation General Vice President Robert Roach, Jr.

Enviied by the rest

How the IAM negotiates contracts that lead the industry

In the aftermath of the worst recession since the Great Depression, with businesses aggressively cutting wages, pensions and health care, how is it that 9,300 Continental Flight Attendants are poised to see their top pay rise to \$52.53 per hour, with benefits and work rules that are the envy of their counterparts at other carriers?

The answer is not just that Continental was one of the few airlines to avoid the bankruptcy scourge of the past decade, but rather because IAM-represented Flight Attendants at Continental have repeatedly employed bargaining tactics that resulted in compensation benchmarks for the entire industry.

A closer examination of the preparations and resources that led to the latest Continental agreement will provide insight into how the IAM approaches collective bargaining in the thousands of contracts it negotiates with employers in a wide spectrum of industries, and how members union-wide benefit from a coordinated, inclusive approach.

Members decide

Membership involvement from the very beginning is perhaps the most critical ingredient for a successful contract negotiation.

A system-wide survey of the membership is one of the first signs that a new contract is on the horizon.

These confidential bargaining surveys are conducted by the IAM Strategic Resources Department and give rank-and-file members an opportunity to express their concerns and direct the efforts of their bargaining committees.

The bargaining survey for IAM members at Continental commenced in October 2009, several months before face-to-face negotiations with the company began.

In addition to identifying the issues that members most wanted improved, the survey also provided valuable demographic information about the bargaining unit.

A contract that best serves a traditional bargaining unit is quite different from one tailored for a highly-diverse group with a workplace 35,000 feet in the air.

At Continental, members cited improved wages and flexibility among their top concerns, along with pensions, work rules, crew rest and merger concerns.

The survey also gave the bargaining committee an opportunity to begin a dialog and interact with their members in a process that continues throughout the negotiations, the ratification vote and beyond.

“The responses from members tak-



‘In this environment... the best hope for preserving pay, pensions and benefits lies in having sophisticated, experienced union representation on your side.’

— IAM International President Tom Buffenbarger

ing part in the bargaining survey range from the eloquent and insightful to the obscure, but every single suggestion is documented and discussed,” said Sheila Hammond, a 43-year Continental Airlines Flight Attendant who also sits on the bargaining committee.

A full range of communication technologies are employed to ensure members are kept up to date about the progress of negotiations and to give their representatives at the bargaining table the ability to speak with informed authority on behalf of their members.

“The days of posting an occasional notice about the progress of negotiations on a union bulletin board are long gone,” said District 142 President

and Directing General Chairperson Tom Higginbotham.

“Members expect face-to-face contact and timely web- and wireless-based communications, in addition to traditional newsletters and a presence on social networking sites.”

For many members, the ability to have input in the development of a contract is second only in importance to the opportunity to examine and vote on the outcome of their bargaining committee’s efforts.

Contract ratification voting for Flight Attendants normally takes place over a four- to five-week period, where members have an opportunity to attend informational meetings and ask ques-

Above: United Flight Attendants discuss advantages of IAM affiliation.

Left: IAM GVP Robert Roach, Jr., speaks about the superior contracts that are negotiated by the union.

tions about new contract language.

At Continental, Flight Attendants voted in October 2010 to decline an initial tentative agreement.

“Continental Flight Attendants directed our negotiating committee to continue bargaining,” said Higginbotham. “We listened to our members and made the adjustments our Flight Attendants wanted.”

A new agreement was reached in early 2011 that included a no-furlough guarantee, immediate raises, retroactive pay, important merger protections as United and Continental integrate their operations, profit sharing, restoration of a company 401(k) match and improved work rules.

Continental Flight Attendants voted overwhelmingly to accept the new contract in February 2011 (see photo on page 8 and article on page 11).

Resources, experience, results

While the contract at Continental was among the largest of 590 collective bargaining agreements negotiated by the IAM in 2010, the same resources are available to all bargaining committees, regardless of the size of their membership.

Soon after the membership survey is completed, the bargaining committees are given the opportunity to attend a Bargaining Preparation Class at the IAM William W. Winpisinger Education and Technology Center in southern Maryland.

This class, which is among the most popular offerings at the Center, is where negotiating committee members

get a taste of what to expect when actual negotiations with their employer begin.

Using financial data acquired from a variety of sources, including the Securities and Exchange Commission, state and federal tax filings and public statements, IAM legal and financial experts provide bargaining committees with a detailed profile of their employer's finances.

"The financial investigation and research provided to our committees give them a much stronger hand at the bargaining table," said Strategic Resources Director Neil Gladstein. "We can recommend detailed proposals that we know in advance the company can afford."

This information, paired with analysis of current and future market conditions, allows bargaining committees to craft reality-based proposals regarding wages, health benefits and working conditions.

The committees also learn to defend their proposals in mock bargaining sessions that replicate the frequently heated atmosphere that can develop at the bargaining table.

More than 70 negotiating committees have taken advantage of the Bargaining Prep program since it was first offered in 2006. As with all classes offered at the Winpisinger Center, the class is provided to IAM members without charge.

Special circumstances

In addition to bargaining over economics and work rules, the bread and butter of many contract negotiations, IAM members also can have issues requiring specific expertise.

The merger of United, Continental and Continental Micronesia, for example, presented negotiators with unique challenges and opportunities that could not be ignored.

As with any corporate merger, projections of increased revenue and cost savings are based in part on reducing personnel and eliminating overlapping functions.

In the wake of the merger announcement, executives from the carriers projected more than \$2 billion in savings from "synergies" and streamlining of operations, but airline employees knew their jobs and careers would be on the line.

At no time since the wave of bankruptcies in the wake of the Sept. 11 attacks has job-security language in a collective bargaining agreement been-

On this page: Flight Attendants at LAX listen as IAM General Chairperson Brian Wozniak and other union representatives explain the benefits of IAM contracts.

more important.

The new agreement's no-furlough clause and protections for employees as United and Continental integrate their operations are key job-security benefits.

Capitalizing on the merged carrier's need for a degree of labor peace, the IAM committee also secured improvements in pay rates, giving members at Continental the highest base pay rate in the industry.

Flight Attendants also have the scheduling flexibility to earn more than \$100,000 per year if they choose to.

Under the new agreement, IAM Flight Attendants at Continental would earn \$13,035.60 more per year than a United Flight Attendant with comparable seniority.

"The job-security language and the pay rates were in direct response to proposals from our members who were anxious for a measure of security as the merger moved forward," Higginbotham said. "But getting those provisions into the contract required an experienced bargaining committee taking full advantage of all the support and resources available to them."

Fight for pensions

Few areas demonstrate the need for experienced representation better than the ongoing battles to protect union workers' defined-benefit pensions.

In many non-union workplaces, it is increasingly rare to find defined-benefit pension plans at all. Most have long since been replaced by an erratic patchwork of defined-contribution plans or employee-funded savings and 401(k) accounts without the guaranteed benefits of defined-benefit plans.

Thirty years ago, two out of three American workers were covered by defined-benefit pension plans with guaranteed lifetime benefits. Today, it's one in five.

The airline industry has long been a bastion of defined-benefit pension plans, with generations of workers retiring on secure incomes that were not subject or victim to market fluctuations.



The wave of post-Sept. 11 airline bankruptcies that began in 2002 presented airline executives with an unprecedented opportunity to shed their pension obligations, an opportunity they embraced with a vengeance.

At United Airlines, executives dumped more than \$2 billion in pension obligations on the Pension Benefit Guaranty Corporation (PBGC), the federal agency that insures company-sponsored pension plans.

Nearly 50,000 United employees in every job classification turned to their respective unions for help negotiating replacement plans.

Only the IAM was able to negotiate a guaranteed defined-benefit replacement plan for its 16,000 members. All of the others, including the Flight Attendants at United, were offered unsecured 401(k) plans.

"It took the threat of a strike before United would agree to a defined-benefit plan for our members," said Transportation General Vice President Robert Roach, Jr. "The absence of an experienced union and the resolve of a determined membership would have meant the complete elimination of defined-benefit pensions at United."

Return to profitability

While the overall number of full-time workers employed directly by airlines has declined from 753,647 in 2000 to 379,335 in November 2010, profits for most network carriers are climbing. The eight largest U.S. airlines are expected to earn more than \$5 billion this year and more than \$5.5 billion next year.

Despite the influx of cash, corporate executives are fond of saying that the only real job security can be found at companies that are capable of competing in a global, i.e. low-wage, marketplace. Pundits and corporate flacks say that guaranteed pensions are a thing of the past and that companies should not be forced to provide benefits that are offered by fewer and fewer of their low-price competitors.

The race to the bottom may have many cheerleaders, but workers should not give up.

"In this environment, with corporations and right-wing politicians waging war on workers at every turn, the best hope for preserving pay, pensions and benefits lies in having sophisticated, experienced union representation on your side," said IAM International President Tom Buffenbarger.





Alaska contract signing ceremony

Busy times for Alaska Airlines COPS and RSSA members

District 142 welcomes members at Alaska Airlines and Air Wisconsin

By Jeffrey Tobius

While it may not seem plausible to the naked eye, Alaska Airlines COPS and RSSA members have had a busy 2010, and 2011 is looking to be the same.

For COPS members, 2010 was spent under much duress while in intense and at times un-ending contract negotiations.

The union and company negotiating committees spent nearly 20 weeks, beginning in March 2010, weeding through more than 100 proposals brought forward by both sides.

While neither party got exactly what it was looking for, an agreement was reached in the late hours of Dec. 9, 2010, that both the union and company believe to be beneficial to the membership.

The new contract has a three-year term and is amendable in January 2014. It includes such items as a new article on Field Service that provides guaranteed pay rates and protections

already afforded to Mechanics and RSSA members who travel away from their stations, a new article on Home Agents that allows up to 80 percent of the total reservations population to work from home, inclusion in the company's Performance Based Pay program and 1.5 percent wage increases for 2011, 2012 and 2013.

Most importantly, the COPS members were able to attain job security through a Letter of Agreement that runs one year past the amendable date.

This provision, combined with contract openers beginning in March 2013, should give COPS members breathing room when threatened with the possibility of outsourcing as was experienced last July.

It was of utmost importance to the union negotiating committee to take the heat off negotiations and leverage away from the company during the next round of bargaining.

The belief on both sides is that 21 months of bargaining prior to the Job Security Letter expiring will be

enough to reach a new agreement and keep COPS members providing their award-winning customer service.

Extension for RSSA members

For RSSA members, 2010 saw a two-year extension signed into the current agreement.

No sooner had the ink dried on the contract did the company begin outsourcing core work in many of the Stores departments.

Many grievances have been filed due to this work going away, as it violates the Job Security Letter between the company and the IAM.

District 142 has been working diligently to resolve these matters. Members are urged to continue enforcing the contract and let their stewards and shop committees know when these egregious violations occur.

District 143 closed

For all IAM members at Alaska Airlines, 2010 ended with the disheartening news that the members at

Delta Airlines "voted" not to be union members.

The IAM has filed appeals for both the COPFS and ESSC books and hope to win a re-vote for both groups by the end of this year.

With the loss of the former Northwest members now employed by Delta, the IAM had to close the doors on District 143 as the remaining members (Air Wisconsin and Alaska Airlines) did not hold enough members to sustain a district.

Both Air Wisconsin and Alaska Airlines were merged into District 142, where we were welcomed with open arms.

The brothers and sisters at Southwest Airlines, Continental, US Airways and the other dozen or so airlines and non-airlines have worked feverishly to pass emergency by-laws to recognize Alaska Airlines and Air Wisconsin. They look forward to getting to know the membership at the upcoming Transportation Conference and District 142 Convention – both scheduled later this year.



Continental Flight Attendant interim agreement signed

The Continental Flight Attendants negotiating committee met on April 7 to sign the ratified interim agreement (see story on page 11). Each Continental Flight Attendant will be issued a copy once the books are printed. It is anticipated that the contract books will be completed and distributed by the middle of June.



MYTH BUSTERS

Legislative matters

Myth: The IAM is absent from Flight Attendant fights on Capitol Hill.

Busted: The IAM has an 11-person Legislative Department with offices in Washington, D.C., and at IAM Headquarters in Maryland to fight for Flight Attendants.

The IAM's team of full-time lobbyists works closely with other airline union legislative representatives to protect Flight Attendants and all airline personnel. Unions representing Pilots, Flight Attendants, Mechanics, Customer Service Agents, Ramp Workers and other groups come together each week with the AFL-CIO's Transportation Trades Department to coordinate legislative strategy.

For any single union to claim credit for a coordinated, multi-union legislative agenda is intentionally deceptive.

FMLA facts

Myth: The AFA-CWA is responsible for Family and Medical Leave Act (FMLA) coverage applying to Flight Attendants.

Busted: The AFA-CWA is trying to rewrite history, hoping nobody will notice.

The IAM began negotiating language into our Flight Attendant Agreements that exceeded FMLA coverage 15 years before the law became applicable to Flight Attendants. And much of the language used in 2009 to extend FMLA coverage to all Flight Attendants (and Pilots) was lifted directly from what the IAM negotiated in 1994.

As soon as it was clear the original FMLA would not apply to Flight Attendants, the IAM began negotiating FMLA guarantees in our contracts. Although the 1993 law did not apply to Flight Attendants, nothing prevented the AFA from immediately negotiating similar benefits.

'Flight Attendant' union

Myth: Non-exclusive Flight Attendant unions ride on the AFA's coat-tails.

Busted: AFA is no longer an exclusive Flight Attendant union, and it has failed to produce for its members.

AFA started out as a division of ALPA and is now a very small division of the Communication Workers of America.

It is misleading for the AFA-CWA to profess it is an independent union. The truth is AFA was too weak to survive as a stand-alone union.



Did you know?

Vacation days: Continental Flight Attendants max out at 37 vacation days per year, not including an additional seven days of FLEX vacation. United Flight Attendants are entitled to up to 40 days of vacation per year.

Top base rate: A topped-out Continental Flight Attendant earns 25.8 percent more per hour in base hourly pay than a topped-out United Flight Attendant.

Preferential Bidding System: Continental cannot use a Preferential Bidding System, in accordance with the terms of our collective bargaining agreement. Language within the United Flight Attendant contract permits the use of PBS.

Flight Attendants' Q&A

Question: Who comprises the current negotiating team for Continental Flight Attendants and how were they put there?

Answer: The IAM Negotiating Committee includes a mix of member-elected Local and District Representatives. Each base is represented on the negotiating committee. Other Flight Attendants can be added to the committee or subcommittees

as needed, based on their expertise in certain areas.

Question: What portion of the budget is spent on grievances?

Answer: There is no set limit on the amount of funds or resources that can be spent on grievances. The IAM has the financial stability to arbitrate grievances and, when necessary, take legal action to defend our members.



DEMOCRACY MATTERS

The IAM is one of the most democratic unions in the world – much more democratic than the AFA-CWA.

In the IAM....

- All IAM Flight Attendant members in good standing are eligible to nominate candidates, directly vote for candidates and run for any IAM office. Not so in the AFA-CWA.
- IAM Flight Attendants nominate and directly elect their local officers and grievance representatives. Not so in the AFA-CWA.
- IAM Flight Attendants nominate and directly elect all their District Representatives responsible for contract bargaining and enforcement (the equivalent of an AFA-CWA MEC). Not so in the AFA-CWA.
- IAM Flight Attendants nominate and directly elect their International Officers, up to and including the International President. Not so in the AFA-CWA.
- IAM Flight Attendant Representatives are not chosen by a select few, as AFA-CWA MEC and International Officers are.



Legislative Affairs

By Ginny Stogner-McDavid



State governments target unions

Across the United States, public employees who have worked hard to earn their pay and benefits are being targeted unfairly as villains responsible for growing state budget deficits.

In recent months this scapegoating has taken a new and ominous turn as elected officials in several states have begun pushing legislation to limit the power of labor unions, particularly those that represent government workers.

Many of the efforts to diminish union bargaining power and political influence are designed to permanently weaken all unions, not just public employee unions.

For example, legislation under consideration in some states include proposals to bar private-sector unions from requiring workers they represent to pay dues or fees. The idea is to reduce the assets available to unions to defend the interests of working



Union members in Indiana talk to legislators in their state capitol, urging them to oppose anti-union legislation.

people in the political arena.

An even more significant danger is posed by efforts to expand "right to work" laws to additional states.

Today, 22 states have such laws, mostly in the South or West. These laws prohibit employers from requiring workers to join a union or pay

dues or fees to unions to represent them.

This allows workers in unionized workplaces to reap the benefits of collective bargaining without contributing toward meeting the expenses of this invaluable service.

Wages in "right to work" states are significantly worse because unions are weaker in those states.

Don't believe for one second that because you are not in a public-sector union you will be immune from further attempts down the road to weaken private-sector unions like ours.

A threat to one union is a threat to all.

While many of these proposals will never become law, the attempts are frightening nonetheless. Resisting them will take time, money and effort.

America's labor unions have fought these battles before and we will fight them again.



Ground Safety

By Ron Miller, Ground Safety Committee Director

Full-body scanners and fatigue

Last month, John Hall provided a very good article on the issue of airport screening and the use of full-body scanners.

The IAM Joint Air Transport Safety Committee met in January and discussed this issue in more depth, including any possible effects to those who must go through security to get to work.

The JATSC is scheduled to meet with representatives from the TSA and the manufacturers of this equipment in order to get more complete answers about the machines and the procedures for their use. We are also looking into other aspects of this equipment and will report back to you when we have more information.

Effects of fatigue

We work in an industry that never sleeps, and sometimes it may feel like we are doing the same — never sleeping.

The good news is that there is increased concern about fatigue issues for workers and the adverse effects that fatigue has on our body and general health.

Our Flight Safety Committee is involved with the FAA in the issues surrounding fatigue on the job. A new study from the University of British Columbia reports that employees who work on night and rotating shifts are almost twice as likely to be injured on the job as workers on day shifts.

Although shift work may be a part of our job, there are ways we can minimize the impact on our health and job performance.

Many experts suggest the following tips to minimize the adverse effects of shift work:

- Even though you may work shifts, you still need an adequate amount of sleep each day. The brain must have sleep. Rest without sleep can be valuable for body and muscle recovery, but it doesn't take the place of sleep.
- After the night shift, you may need to try different times to see what works best for you. Some workers like to sleep in one longer period, but for some, two shorter sleep periods may work better in order to get enough sleep.
- The vast majority of workers need at least six hours of sleep, but most need seven or more.
- When switching back to days after night shift, it is best to get most of your sleep the following night.
- Switch off phones, disconnect the doorbell, use ear plugs, locate your sleeping area away from outside noise, and have the family help ensure a quiet environment.
- Keep your workplace as brightly lit as possible to promote alertness. Expose yourself to bright light. Circadian rhythms are the body's internal clock that tells us when to be awake and when to sleep. These



rhythms are controlled by a part of the brain that is influenced by light.

- Keep a regular sleep routine and make the bedroom as dark as possible.
- Limit caffeine and other stimulants in the last four hours of your shift. The effects may last throughout your shift if taken in the first four hours, but you do not want the effects to last into your sleeping time if taken in the last four hours of your shift.
- Avoid heavy, greasy foods and alcohol before sleep. Alcohol might

make you feel sleepy, but it will wake you too quickly after falling asleep.

- If sleep or job alertness problems are persistent or severe, visit your doctor for evaluation of a possible sleep disorder.

For more information, there are a number of publications that can provide help to shift workers. One that we can suggest is "Plain Language about Shift work," provided by the National Institute for Occupational Safety and Health (NIOSH publication No. 97-145). It can be found at www.cdc.gov/niosh/pdfs/97-145.pdf.

Community Service

By Bill Hollowood, Community Service Director



Managing stress caused by work changes

Layoffs, mergers and elections — there's plenty going around today to make even the most serene union member want to hide under the covers.

Any major change at work is bound to produce some stress in most people. That is especially true if you work in the airline industry where the changes never seem to stop.

Too often, stress brought on by changes in the work place can result in feelings of denial. It can also cause resistance to accept and commit to the new circumstances in which a worker now finds him or herself.

New structures, work processes and procedures can challenge a worker's belief about his or her identity and values.

Change can also cause workers to develop feelings of disorientation, insecurity and uncertainty.

There may also be emotional reactions to decisions and behaviors that, in their view, have robbed them of a known way of life, workplace security and cast doubt on their future.

When dealing with change, it is important to accept the fact that some things are not within your control. Trying to control things that are uncontrollable is a key cause of stress and unhappiness.

Things you cannot control:

- Decisions made by government
- Some decisions made by top management
- Other people

Concentrating on the things we can control will help us deal with stressful situations.

Among the things within our control are:

- How we behave or act
- Our thoughts
- Our contribution and performance at work
- Our choices
- What we say to others

Think about your own situation and your own tendencies in stressful situations and choose which techniques you believe will help you the most.



Anxiety often has its roots in concerns about being unable to meet other people's expectations. Take time every day to remind yourself that you are already a great person, no matter where you are in life, and then continue to work on being the best that you can be.

If you feel you need to change, identify

the areas where you can improve and start to work on those. You will soon find that taking care of all the "loose ends" will make you feel more confident and in control.

Once you can identify the cause of your feelings, you can begin to overcome your anxiety.

Think positive

Visualize what you want yourself to become. This can trigger powerful emotions that will help drive you toward success. If you view yourself as a person who is in control, it will help you through stressful day-to-day situations.

Close your eyes and think of a situation that makes you feel anxious, and then visualize how you will successfully take control of the situation. Do this

exercise for any number of situations that make you feel anxious. The next time you find yourself dealing with these stressors, you will know that you actually do have the skills to overcome your anxiety and succeed.

Make sure that you exercise daily. Engaging in daily physical activity will get your body into shape and allow you to work out your frustrations in a productive way.

Effective stress management takes time and practice. But developing stress management skills is important for your overall health and wellbeing.

Your EAP can help

Sometimes people need outside help to overcome their stress and anxiety. Your Employee Assistance Program can help you find someone to talk to.

Southwest contract successes

Responding to requests from Southwest members for information about IAM District Lodge 142's recent successes in enforcing their contract, the District's Executive Board is pleased to share some examples of recent settlements with the company:

- General Grievance No. 28 was filed in response to the company's use of temporary agents at the CS&S centers in violation of a provision in Article 10, Paragraph 2, Sub-Paragraph C. The company subsequently agreed to use the temps only at San Antonio Center and Oklahoma City Center and will comply with the contract's percentage requirements.

- Also in the CS&S department, a grievance award limited the company to assessing eight scheduled hours of selected absent hours to any employee who has reported ill or personal for the entire shift and has an MOT assignment.

- A clarification of the 10-hour rest period language in Article 7, Paragraph H, Nos. 1, 2 and J, was agreed upon, benefiting the members.

- A settlement by the company prior to arbitration

resulted in resolving curbside grievances at several stations. A portion of the settlement includes positioning the CSA properly to partner with the Skycap. The Skycap will bring customers from the queue, while the CSA will process each customer (print boarding passes and bag tags) and return the documentation to the Skycap to finalize tagging the bags. The Skycaps will handle the bags and communicate with the customers. The Skycaps will place the tags on the bags, attach the claim check to the ticket jacket and hand the ticket jacket to the customer. This process will help protect the scope of CSA work. Cities that are included in the settlement are DAL, ABQ, ADS, BNA, DEN, LAX, MCI, PHX, HOD, MDW, OAK., SAN, SAT, SJC, SLC, SMF, STL and TPA.

- The IAM has been successful in reinstating members in two CSA discharge cases. One was an ACP case and the other related to the drug and alcohol policy. Also, grievance monetary awards were paid for supervisors performing covered work.

These and other recent successful settlements have reduced the backlog of contract arbitration cases.

Flight Attendants ratify Continental contract

Pact could be renegotiated if representation election is held before September 2012

□ See page 8 for a photo of the contract being signed by the IAM negotiating committee.

Flight Attendants at Continental Airlines voted in February to ratify a new 20-month contract. The pact covers all of Continental's 9,500 Flight Attendants.

Upon ratification, the members received a 2.5-percent base wage

increase retroactive to Jan. 1, 2010. They will receive another 2.5 percent raise in September 2011.

The agreement contains a no-furlough clause that significantly enhances job security.

Other provisions include improved sick leave, company contributions to Flight Attendants' 401(k) plans and work rule improvements.

"Solidarity made this agreement possible," Local 2339N President Joey Guider said. "We strongly recommend ratification."

The agreement can be amended in September 2012. Negotiations would reopen if a union representation election prompted by the merger of Continental and United Airlines is completed prior to that date.

Packages containing the tentative agreement document, voting instructions, a ballot and a pre-paid postage envelope for returning the ballot were mailed to the Flight Attendants on Jan. 26.

Informational meetings took place Feb. 7-14 at each base. Ballot counting commenced on Feb. 23 at the District 142 office in Kansas City.



District Lodge 142 members at work



President's Report

More: Temperatures are rising on the national front

(Continued from front page)

Attendants at Continental and United Airlines.

In the near future, these hardworking professionals will make a major decision that will affect the course of their careers. We are doing everything we can to explain to the Flight Attendants

why the IAM is the best choice to represent them when the two airlines combine operations.

When it's time to vote, we think they will go with the union that has the size, strength and experience that is needed to negotiate yet another industry-leading contract. That union is the

IAM.

Following close behind this vote is our campaign for ExpressJet Flight Attendant members and Atlantic Southeast Flight Attendants who will have the opportunity to make such a decision as well.

Down the line, we expect to see the

merger between Southwest and AirTran picking up speed as well. Our union has been meeting with management of both airlines to ensure that the rights of our Southwest members will be protected.

The heat is rising, but we can take it. We are the IAM!