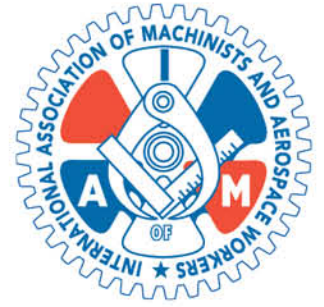


IAM Journal

For Fighting Machinists



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Looming fiscal cuts threaten to decimate middle-class families and an already fragile economic recovery. Economists estimate sequestration cuts to the defense industry alone could cost the country more than one million jobs.

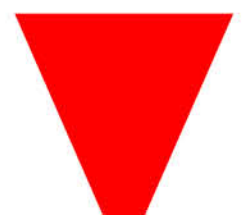
‘Grand Bargain’ Talks Approach End-of-Year Deadline

All eyes are on Washington as Congressional Republicans, Democrats and the White House attempt to crank out a deficit deal before midnight December 31. Failure to reach a “Grand Bargain” on across-the-board spending cuts known as sequestration and a series of expiring tax measures, including the Bush tax cuts, payroll tax cut and extended unemployment insurance benefits, will result in what economists refer to as going over the “fiscal cliff.” Working families will be the most affected.

“More than a million Americans are projected to lose their jobs if Congress

fails to reach a deal on fiscal cliff negotiations,” said IAM International President Tom Buffenbarger. “Sequestration will shut down defense production lines. Our military will be handicapped for decades. Middle-class families will no doubt feel the brunt of the cutbacks and tax increases as the effects seep into their communities, homes and paychecks.”

The greatest point of contention is a series of tax cuts put in place during the George W. Bush administration. Democrats, in tune with the everyday struggles and challenges American families are faced with in this economic downturn,



want those tax cuts extended for middle-class families. Republicans say not without an extension for the rich, as well.

“It’s unacceptable for some Republicans in Congress to hold middle-class tax cuts hostage simply because they refuse to let tax rates go up on the wealthiest Americans,” said President Barack Obama from a toy manufacturing facility in Hatfield, PA. “Let’s give families all across America the sense of security they deserve this holiday season.” The president says the average middle-class family could see their taxes increase by \$2,200 on January 1, 2013, after the fiscal cliff.

GOP lawmakers refuse to act on this or any other “Grand Bargain” measure – sequestration, the payroll tax cut, unemployment insurance – unless the rich can continue not paying their fair share in taxes. They are also demanding deep

austerity cuts to Social Security, Medicare and Medicaid – programs they often refer to as “entitlements.”

“Social Security, Medicare and Medicaid are not ‘entitlements.’ They are ‘earned benefits’ that each and every hard-working American has paid into and deserves back when the time comes,” said Buffenbarger. “They should be taken off the negotiating table. And contrary to what the GOP and their wealthy shareholders want the public to believe, Social Security has never added a penny to the deficit since by law it can only pay out in benefits as much as it collects. And, we do not have a Medicare and Medicaid problem – what we have is a health care cost problem.

“Congress must choose the road to prosperity – not austerity.”

tap here

to tell Congress and the White House any “Grand Bargain” must stop sequestration while protecting the middle class.

tap here

to demand a payroll tax cut extension

tap here

to demand extended unemployment benefits for the jobless



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Bangladesh Factory Fire Spurs Global Action

When the bodies of 146 women killed in the Triangle Shirtwaist Factory fire were laid on the sidewalk of New York City 101 years ago, hundreds rallied for stricter fire codes and safer working conditions for factory workers. The tragedy spurred the growth of the International Ladies' Garment Workers' Union.

But while sweatshops have long been outlawed in the U.S., there's still much more work to be done in other corners of the world – most notably in Bangladesh, where more than 100 workers, mostly women, were killed in a fire at the Tazreen Fashions garment factory in Savar. At least 200 more were injured.

Officials say the blaze started in a yarn warehouse on the ground floor of the building and quickly spread to the upper floors. Most of the workers were killed because there were not enough exits and other safety precautions.

“Many of the workers jumped to their deaths trying to escape from the six-story building; others, unable to escape the blaze, were burned alive,” says the Clean Clothes Campaign (CCC), an anti-sweatshop advocacy group headquartered in Amsterdam in the Netherlands. “One firefighter at the scene reported that there wasn't a single fire exit on the outside of the factory.”

Bangladesh's garment industry is the second-largest clothing exporter after China. It employs more than

More than 100 workers, mostly women, were killed and at least 200 more were injured in a fire at the Tazreen Fashions garment factory in Savar, Bangladesh. The tragedy has spurred global action to improve conditions in factories that supply major U.S. retailers, including Walmart.



AP / World Wide Photo



three million people, mostly women, with a starting pay of \$37 a month – which is among the lowest pay in the world.

According to the CCC, the Bangladesh garment industry is notorious for poor fire safety. More than 500 Bangladeshi workers have died in factory fires since 2006.

Large clothing retailers who use these workers to produce merchandise ignore the facts and look away, says Judy Gearhart, Executive Director of the International Labor Rights Forum. Gearhart spoke earlier this year in Toronto, ON, at the IAM's Grand Lodge Convention, about the rights of

workers in foreign countries and the responsibilities of global corporations who hire the workers.

Walmart, Disney and Sears are just some of the firms connected to this most recent tragedy.

“We hope the tragic fire at Tazreen will serve as an urgent call to action for all major brands that rely on Bangladesh's low wages to make a profit,” asserted Gearhart. “Their voluntary and confidential monitoring programs have failed; now it is time to come together and make a contractual commitment to workers and to involve workers and their organizations in the solution.”

tap here

to sign a petition urging immediate action and better working conditions from retailers that buy from Tazreen Fashions

tap here

for a complete list of retailers that buy from Tazreen Fashions



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IAM to Mark 125th Anniversary in 2013



On May 5, 2013, the IAM will celebrate the 125th anniversary of its founding. Pictured left, IAM members in the 1890's at the famous railroad pit in Atlanta, GA, where 19 machinists met to form the Machinists Union in 1888.

On May 5, 2013, the IAM will celebrate the 125th anniversary of its founding. From an initial secret gathering by 19 railroad machinists in a locomotive pit in Atlanta, GA, the IAM has grown into one of the largest and most progressive labor unions in North America.

“Our union’s history has mirrored the triumphs and struggles of North American workers through good times, wars, recessions and depressions, the fight for

equal rights for women and minorities and social justice,” said IAM International President Tom Buffenbarger. “As we celebrate our proud tradition of fighting for North American workers, we must carry the fight for working families to the global community. Just as we are a different union today than we were in 1888, our work in 2013 and beyond must adapt to a changing world and prepare our great union for its next 125 years.”

Member Profile

Neil Trinchese: When Bad Things Happen to Good Members



Local 447 member Neil Trinchese and his wife Kim in their Howard Beach, New York, home that was severely damaged during Superstorm Sandy.

Among the scores of IAM members turning to their union for help in the wake of Superstorm Sandy is New York Local 447 member Neil Trinchese, whose Howard Beach home was severely damaged when ocean water filled his basement and beyond, leaving his home in ruins.

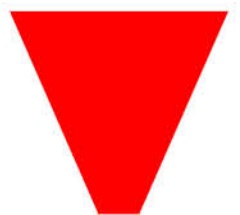
“He lost it all,” reported Local 447 Business Representative Perry Esposito, who visited Trinchese shortly after the waters receded. “Salt water filled the sewers and back-fed into the house, filling the basement and inside the ground level. All the appliances, sheetrock, hot water heater, stove, circuit breakers, TVs and computers were destroyed.”

Like many of his neighbors, Trinchese was unprepared for the damage caused by a 14-ft. storm surge that poured into coastal communities in New Jersey and New York.

“At first, we thought it would be like other storms,” explained Trinchese, who was at home with family members when the storm hit, including his niece and 11-month-old baby. “But when the water started coming in the house, and there was nowhere to go, things got real scary real fast.”

The day after the storm brought a new reality for Trinchese and his neighbors.

“We no longer had power, drink-





Local 447 member Neil Trinchese lost almost everything when his home was flooded during Super Storm Sandy. But thanks to the generosity of fellow IAM members, Trinchese has help as he and his neighbors try to put their Howard Beach, NY community back together.

ing water or transportation,” said Trinchese, who lost two cars to the floodwaters. “Rental cars quickly became very hard to find, and greedy car dealers are making decent used cars practically unaffordable.”

Trinchese, who works for Servisair at LaGuardia Airport and serves fellow IAM members there as chief steward, was quick to note the help he received from fellow IAM members and representatives.

“Our situation would be far worse without the help and support I got from my union,” Trinchese said. “Having friends like Perry Esposito, Robert Motisi and Jim Conigliaro leave the safety and comfort of their own homes to help my family is very moving, and we’ll never forget it.”

“There are so many people who were totally devastated by this storm,” said District Lodge 15 Directing Business Representative Jim Conigliaro. “For our members in these communities, many who are still without power, this disaster is far from over.”

To help fellow IAM members like Neil Trinchese who are profoundly affected by this latest disaster, please mail your check, payable to the “IAM Disaster Relief Fund,” to the IAM Community Services Department, 9000 Machinists Place, Upper Marlboro, MD 20772-2687. The Disaster Relief Fund is administered by the IAM Community Services Department and relies solely on contributions from IAM members and their lodges.

TCU

TCU Representatives Attend NMB Passenger Rail Conference

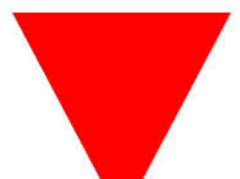
TCU was well represented at the Passenger Railroad Conference convened by the National Mediation Board (NMB) November 15-16 in Washington, DC. The conference focused on labor management relations and the critical issues affecting the passenger rail industry. Keynote speakers included Amtrak President Joe Boardman and AFL-CIO President Rich Trumka. At the request of the NMB, TCU Industry Relations Director Allison Parker served on the

conference Steering Committee.

TCU delegates also included: National Vice-President and Special Assistant to the President Joel Parker, National Representative Larry Jones, Assistant National Representative William DeCarlo, Lodge 2512 Local Chairman Mitch Canter, Lodge 2507 Local Chairman Bryant Cox, Lodge 2502 Local Chairman Nathan White, Lodge 2500 Local Chairman John Falaris, Lodge 2503 Local Chairman Rob Barnett, Lodge 584 Local



Pictured here with AFL-CIO President Rich Trumka at the National Mediation Board's Passenger Railroad Conference in Washington, DC, are TCU Representatives, from left, Mitch Canter, Bryant Cox, Michael White, Nathan White, John Falaris, Rob Barnett, Jane Glassing, Rich Trumka, Dan McLaughlin, Joel Parker, Billy DeCarlo, Sal Rodriguez and Ted Malodobry.



Chairman Jane Glassing, Lodge 1089 Local Chairman Dan McLaughlin, Lodge 2511 Local Chairman Sal Rodriguez, Lodge 643 Local Chairman Ted Malodobry, Lodge 718 Local Chairman Charles Jackson, Lodge 626 Local Chairman Anthony Stevens, Lodge 2513 Local Chairman Mark Rachford and TCU Industry Relations Director Michele Reese.

In his keynote address, Trumka said Amtrak is an “example of the choices our leaders will be making.” Next year, Congress will take up reauthorization of the federal passenger rail program. The current Amtrak reauthorization expires at the end of fiscal 2013.

“We want to see Amtrak expanded and put on sound financial footing,” said Trumka, adding that it plays an “essential role in our national transportation net-

work.” He said now is the right time to invest in its operating and capital needs as well as support its employees.

Trumka also vowed to build a working-class movement to rebuild America’s middle class. “I won’t dance around this idea,” he said. “The right of workers to organize, to bargain collectively and to raise our voices in the public square is just as important as the right to vote. Workers are not a burden. We are the solution. We are the backbone of America.”

Conference attendees also deliberated over: Railroad Security Initiatives and Employee Involvement; High Speed Rail and its Impact on Labor-Management Relations; Evolution of Social Media in the Workplace; State of Arbitration; and Violence in the Workplace.

Transportation

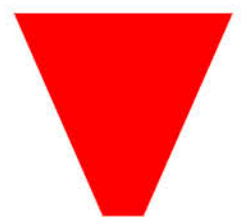
IAM Calls for Tighter Regulation of Foreign Aircraft Repair Stations



IAM-represented Aircraft Maintenance Technicians, such as Local 1725 members Bob Wright, standing, and Doug Abbott, set a high standard for domestic aircraft repair. The FAA should insist on the same rigorous standards at foreign repair stations to ensure the safety of the U.S. airline industry.

The IAM is calling for tighter regulation of foreign aircraft repair stations in response to the Federal Aviation Administration's (FAA) Notice of Proposed Rulemaking which seeks to reform the rules governing aircraft repair facilities.

“IAM-represented aircraft mechanics have set the gold standard in aircraft maintenance. They ensure the airworthiness of aircraft and enable people to travel the world safely,” said IAM Transportation General Vice President



Sito Pantoja in a letter to the FAA. “This standard is at risk as the outsourcing of critical safety-sensitive aircraft repairs has become the operating norm in an environment where air carriers can shop for cheap labor costs and lax regulations.”

For more than 25 years, the IAM has been the leading critic of inadequate federal foreign aircraft repair station regulations. Current regulations create incentives for U.S. carriers to risk outsourcing aircraft maintenance to poorly-regulated facilities abroad that do not meet the same rigid FAA safety requirements as do facilities in the United States. The poorly-crafted regulations have resulted in the loss of thousands of high-skill aircraft mechanic jobs in the U.S.

“It’s up to the FAA to close loopholes in air safety regulations that incentivize U.S. airlines to outsource aircraft maintenance overseas.”

Sito Pantoja

Transportation General Vice President

“It’s up to the FAA to close loopholes in air safety regulations that incentivize U.S. airlines to outsource aircraft maintenance overseas,” said Pantoja. “We strongly urge the FAA to adopt the changes offered by the IAM.”

Click [here](#) to read the full text of the IAM’s comments.



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Aerospace

IAM Wins Important Labor Board Ruling at Hytek Finishes

After the IAM won a high-profile National Labor Relations Board (NLRB) case involving the Boeing Company in 2011 that drew national attention, the IAM has prevailed in another important ruling from the Board; this time at Hytek Finishes in Kent, WA, a major supplier to Boeing and a subsidiary of Bellevue-based Esterline Corporation.

In November, the NLRB notified the IAM that managers at Hytek committed nine separate violations of the Na-

tional Labor Relations Act over the past 14 months during what was supposed to be negotiations with the IAM. The 175 hourly workers at Hytek do metal finishing and etching with hazardous chemicals to produce high-quality aircraft parts for the world's biggest airplane manufacturers. Workers voted in August 2011, by a 2-1 margin, to join IAM District Lodge 751 in Seattle.

Talks for a contract that would create safer working conditions and increase pay started in October 2011, but



Prior to the NLRB ruling, IAM members at Hytek Finishes in Kent, WA, staged numerous rallies to protest management's delay tactics in negotiations. The NLRB found that Hytek's conduct violated federal law.



“This should send a loud message to all employers that when the Machinists Union is the employees’ choice for representation in the workplace, we will stand alongside them and fight until our members get what they deserve; justice on the job.”

Gary R. Allen
General Vice President
Western Territory

quickly deteriorated when Hytek refused to bring proposals to the table or engage in fair bargaining. Among the NLRB’s findings, investigators determined Hytek managers improperly withheld information from the union necessary for fair bargaining, improperly withheld important information about chemical releases at the plant that impacted the health and

safety of both workers and the public and failed to bargain with the union prior to changing working conditions.

“For more than a year now, Hytek managers have dragged their feet and refused to follow the law,” said Western Territory GLR Kevin Cummings. “Maybe now they’ll get serious about negotiating a fair contract with our members. They’ve had their lives on hold long enough.”

In addition to Boeing, Hytek’s customers include Lockheed Martin and Bell Helicopters. Hytek is also an important supplier to the Pentagon’s F-35 Joint Strike Fighter.

“This should send a loud message to all employers that when the Machinists Union is the employees’ choice for representation in the workplace, we will stand alongside them and fight until our members get what they deserve; justice on the job,” declared IAM Western Territory General Vice President Gary Allen.



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