

# IAM Journal

For Fighting Machinists



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Thousands March on Washington to Realize the Dream



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Courtesy of McLean County Museum of History



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*IAM Executive Council Members, holding the banner from left to right, Eastern Territory GVP Lynn Tucker, Jr., GVP Diane Babineaux, Midwest Territory GVP Philip Gruber, GST Robert Roach, Jr., International President Tom Buffenbarger, and GVP Dora Cervantes, fourth from right, led a contingent of IAM members to the 50th anniversary celebration of the 1963 March on Washington.*

## Thousands March on Washington to Realize the Dream

It was a scene reflective of 50 years ago. Tens of thousands of people gathered alongside the 2,029-foot stretch of the Lincoln Memorial reflecting pool, the dramatic crest of the Washington Monument seen in the distance. The immortal words could be heard whispering among the trees:

“I say to you today, my friends, even though we face the difficulties of today and tomorrow, I still have a dream.”

The continued quest to realize Dr. Martin Luther King, Jr.’s vision outlined in his famous “I Have a Dream” speech

drew thousands from across the country to commemorate the 50th anniversary of the 1963 March on Washington and delivery of Dr. King’s speech.

The IAM joined thousand from the civil rights, labor and religious communities to remind the nation that the struggle continues for the same issues outlined by King and the 1963 march organizers A. Philip Randolph and Bayard Rustin — political and economic equality, jobs and the right to vote.

“Five decades ago, Dr. Martin Luther King, Jr. stood in this spot declar-





ing his dream for a better America,” said IAM General Vice President Diane Babineaux. “It was a call to action that continues today as we fight to help 22 million find jobs, stop recent efforts to suppress the right to vote, and protect our social safety net, wages, pensions and retirement security.”

The event, sponsored by the Rev. Al Sharpton’s National Action Network, Martin Luther King III and the NAACP, featured a roster of speakers who spoke from the steps where King once stood, including representatives from labor who stood shoulder-to-shoulder with human and civil rights leaders, just as

they did 50 years ago. Speakers included AFL-CIO Executive Vice President Arlene Holt Baker, American Federation of Teachers President Randi Weingarten, and American Federation of State, County and Municipal Employees President Lee Saunders. Former Southern Christian Leadership Conference President Rev. Joseph Lowery, Attorney General Eric Holder, House Minority Leader Nancy Pelosi (D-CA) and Rep. John Lewis (D-GA), the youngest speaker at the rally 50 years ago, also addressed the crowd.

“This is not the time for nostalgic commemoration,” said King III. “Nor



*Members of the A. Philip Randolph Institute were a large presence at the March. Randolph was a principal organizer of the 1963 March on Washington when he was president of the legendary Brotherhood of Sleeping Car Porters, which are now part of TCU/IAM.*



is this the time for self-congratulatory celebration. The task is not done. The journey is not complete. We can and we must do more.”

“They came to Washington so we could come today, in a different time and a different place, and we owe them for what we have today,” said Sharpton. “But today we face continuing challenges. We need jobs.

“They had the money to bail out banks. They had the money to bail out major corporations. They had the money to give tax benefits to the rich. They had the money for the one percent. But when it comes to Head Start, when it comes to municipal workers, when it comes to our teachers, they stopped the check. We’re going to make you make the check good or we’re going to close down the bank.”

Sharpton and many speakers expressed outrage over the recent Supreme Court decision to gut the landmark 1965

Voting Rights Act.

“I gave a little blood on that bridge in Selma, Alabama, for that right to vote,” said Lewis referring to his participation and beating suffered during the 1965 voting rights march referred to as “Bloody Sunday.” “I am not going to stand by and let the Supreme Court take the right to vote away from us. You cannot stand by. You cannot sit down. You’ve got to stand up. Speak up, speak out and get in the way.”

“There is no better way for IAM members to practice the values of our union as when we put our minds and hearts to the task and our feet in motion to support the beliefs we hold dear and make America a beacon to others,” said IAM International President Tom Buffenbarger. “We march in the spirit of A. Philip Randolph, Bayard Rustin, Dr. King and all those who stand up for justice and human rights in America and around the world.”

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***to view a photo gallery from the 2013 March on Washington***



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# Detroit Bankruptcy Not an Excuse to Cut Pensions

The IAM and other labor groups stand in solidarity with Detroit city employees who have unjustly become scapegoats for the Motor City's bankruptcy. The police officers, firefighters and other city workers who have already made concessions to keep the city afloat should not be subject to further cuts in wages or their pensions, which they have paid into and rightfully earned.

Even though independent measures have shown the city's retirement systems to be in good financial health, Detroit's emergency manager claims the city's pension liabilities total \$3.5 billion – more than three and a half times as much as reported by the Retirement System of the City of Detroit's actuary. The average

annual pension for a retired Detroit police officer or firefighter is about \$34,000, roughly half that of such pensions in Los Angeles and Chicago.

“It's a lie to say Detroit's economic downfall is due to the greed of its hard-working public service employees,” said IAM International President Tom Buffenbarger. “Instead of seeking real solutions to the city's financial troubles, some would rather target the livelihoods of the people who have worked tirelessly to keep Detroit running amidst extremely limited resources. Detroit needs emergency financial assistance, not state-mandated poverty for its public employees.”

Katrina vanden Heuvel, editor for *The Nation* magazine, refuted conservative criticism that Detroit is in dire straits because of its alleged sky-high pension plans.

“I think there's a serious discussion about the future of cities in a time of deindustrialization,” said vanden Heuvel. “But in many ways, Detroit has been a victim of market forces... Retirees and workers should not bear this. And it should not be about greedy public unions and fiscal responsibility.”

Schemes to defraud city workers have a long history in Detroit, but the fate of the city was sealed in March, when Re-



*Despite their plans being financially healthy, Detroit's bankruptcy manager is targeting city employee pensions to bail out the ailing city.*





publican Gov. Rick Snyder appointed bankruptcy lawyer Kevyn Orr to be the city's emergency manager. On July 18, 2013, in a city that in the 1950s boasted more than two million residents (it's now at 700,000) and was the world's most innovative and productive auto manufacturing center, Orr filed Detroit for Chapter 9 Bankruptcy.

Detroit's misery can be traced back to a number of long-standing economic and social factors: one is the implementation of bad trade deals like NAFTA that encouraged Ford, GM and Chrysler to move good-paying jobs out of the city. As a largely one-industry town, Detroit's middle class practically vanished with the auto manufacturing jobs, stripping the city of its tax base and therefore starving its remaining citizens of public services. It didn't help that state funding to the city was cut by \$66 million from 2011 to 2012, or that federal aid to Detroit has been slashed by \$160 million since 2002.

The AFL-CIO's Executive Council has called on President Obama and

Congress to provide emergency federal assistance to Detroit, and for the state of Michigan to match that aid.

"Neither Gov. Snyder nor Mr. Orr have shown good faith in this matter," said the AFL-CIO's Executive Council in a statement. "Mr. Orr said publicly he has 'bent over backwards' to work with constituencies in Detroit, but this is not true. While Mr. Orr did have significant discussions with bondholders prior to the bankruptcy filing, despite many requests Mr. Orr has not had a single meaningful discussion with the unions representing the overwhelming majority of Detroit's employees. No good faith. No bargaining—even though the law requires it prior to bankruptcy."

For now, Detroit public employees have Michigan Attorney General Bill Schuette on their side. Schuette has said he will defend city workers in bankruptcy court, noting the state constitution is "crystal clear" in stating that pension plans are a contractual obligation that may not be reduced.

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***to read the entire AFL-CIO resolution defending  
Detroit city workers***



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*UNIONATION members Lisa Hyde, left and Neil Parent at work recording the labor band's first CD. unioNation features IAM members and is supported by the Machinists Union.*

## UNIONATION Band Records First Album

IAM members express their solidarity in a number of ways – on the strike line, at the ballot box or simply with some words of encouragement to a union brother or sister. For UNIONATION, a band founded by IAM members that hopes their songs will inspire union and non-union workers to fight for justice on the job, solidarity means a guitar chord, a chorus verse, and soon their very own album.

After performing in Toronto, Baltimore, Atlanta, New Mexico and the William W. Winpisinger Center in Hollywood, MD since its formation in 2012,

the IAM members who make up UNIONATION decided it was time to give their music a wider reach. In late July, the 22 musicians and vocalists came together at the Winpisinger Center to record 24 original labor songs.

Alex Stone, a Network Administrator at IAM Headquarters who doubles as a vocalist and guitarist for unioNation, says the band is an opportunity to educate young people about the benefits of joining a union.

“I grew up in a union household, so I know a lot about the union and the good







of a union,” said Stone, 24. “But a lot of my friends growing up don’t know what a union is, don’t know what it represents.”

The band has proven to be an outlet for IAM members with a musical talent and an urge to spread the word about the labor movement. Its first album will feature a diverse mix of musical genres that represent the expertise of its members – who came from as far away as British Columbia to be a part of this groundbreaking project.

“With UNIONATION, we’re taking back our pride in being workers and union members and we’re able to express it in a really joyful way,” said Alistair Haythornthwaite, an IAM Local 692 member and unioNation vocal-

*UNIONATION performed original songs and classic hits at a celebration for the IAM’s 125th anniversary at Local Lodge 709 in Marietta, GA. Their CD is expected to be available for purchase before the end of the year.*

ist and guitarist.

“The original inspiration, ‘United We Stand, Divided We Fall,’ written and performed by unioNation Co-Chair Cody Wilder of Local Lodge 735 was special itself,” said Winpisinger Center Education Representative Henry Bagwell, who has helped the band progress since its formation. “I never imagined this talented group of musical trade unionists would lead to the journey we have taken. All UNIONATION band members have touched my soul and inspired a new, modern labor music movement. Recording a double CD for the IAM was not even a thought when we started, but I look forward to the next chapter of this story. I will be putting a new group together in 2015 to enhance the original band and keep the music magic going.”

The band’s first CD is expected to be released by the end of the year.

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**to stay up-to-date with UNIONATION by liking their  
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# IAM Retiree Honored as Human Rights ‘History Maker’

Courtesy of McLean County Museum of History



*Retired IAM Local 1000 member Ruth Waddell was the first African American to work at the General Electric plant in Bloomington, IL.*

The IAM’s 125-year history has its share of noted human rights leaders and activists, but never before have the union’s rolls been graced by a woman quite like Ruth Waddell.

Ruth, a sharp, vibrant 90-year-old retired IAM Local 1000 member, was the first African American to work at the local General Electric (GE) plant in Bloomington, IL.

The kind, but unapologetic, local human rights activist was recently honored as a “History Maker” by the McLean County Museum of History in Bloomington.



*Retired IAM Local 1000 member Ruth Waddell, left, and IAM District 8 Business Representative Ron Stanley at the McLean County Museum of History’s “History Maker” event in Bloomington, IL.*

When GE came to Bloomington in 1953, Ruth, a former house cleaner, took an employment test and was hired. She was the only African-American applicant at the time. For months,





she waited for a call to report to work and watched as one-by-one, each of her white female counterparts were called into training. An increasingly frustrated Ruth called and visited the GE training center nearly every day to inquire when there would be a job for her.

After months of waiting, one Wednesday morning Ruth decided she had had enough. “They always had an excuse,” she recalled. “I just went down there one day and I told them I’m going to put this chair here and I’m going to sit right here until you put me to work.”

Ruth was in training by Monday morning.

Though faced with racial discrimination throughout much of her early days, Ruth says she picked up the work quickly and never backed down.

Her husband, Oscar Waddell, also found employment at the GE plant, and the two of them played an instrumental role in integrating IAM Local 1000, which represented GE’s blue collar workforce. Ruth would visit various communities in the Bloomington area to organize. Oftentimes, she was the only woman. She served as a Shop Steward for nearly 29 years.

“Everyone came across the factory

to me because they knew I was going to fight,” said Ruth with a proud chuckle. “I didn’t take any guff. I’d get right up and go to that office and raise all kinds of sand.” During her 35 years on the job, Ruth only missed 11 days of work. She retired in 1989.

She credits her union job for helping her purchase her first home – made of brick, as she always wanted as a child – and for ensuring her secure retirement.

“The pension is good, Social Security is good and I’m in good shape. Real good shape,” she affirms.

Ruth received the City of Bloomington’s Human Relations Award in 2000. Both she and Oscar were active in the Bloomington-Normal Black History project. After 50 years of marriage, Oscar passed away in 1990. Their daughter, Nancy, just celebrated her 68th birthday.

“Ruth’s story is one of triumph over racial discrimination,” said IAM Midwest Territory General Vice President Philip J. Gruber. “We are very proud of Ruth. She truly is a ‘History Maker’ as a human rights activist in the Midwest. In the year we celebrate the 50th anniversary of the March on Washington, there could not have been a better honoree than Ruth Waddell.”



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TCU

# TCU/IAM Job Corps Program Overcomes Many Challenges

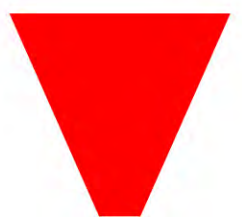


*The TCU/IAM Training Service Center in San Marcos, TX, above, is one of nine TCU/IAM Advanced Training Program centers nationwide that provide training for young adults to get jobs in the transportation industry.*

The Job Corps community faced many challenges this past year, but the future is looking brighter for the popular job training program. In Spring 2012, the Department of Labor (DOL) announced that there was a budget shortfall for the National Job Corps Training Program which caused cutbacks in Job

Corps contractors' budgets.

The TCU/IAM Advanced Training Program, which provides training for placement in transportation jobs under a contract with DOL, was part of those budget cutbacks. In addition, DOL placed a freeze on student enrollment in January 2013 to further reduce costs.





Several months later, Job Corps programs across the country were required to take an across-the-board 20 percent reduction in enrollment, which prevented thousands of young people from taking advantage of this vocational program.

The new Job Corps National Director Grace Kilbane brings new leadership and direction to this important program. TCU/IAM hopes this new leadership, coupled with support from Congress will not only return the Job Corps to its original student levels but also expand the program.

DOL has been a strong supporter of Advanced Training Programs. When other programs were reduced 20 percent, the TCU/IAM Advanced Training program remained at 100 percent enrollment. In June 2013, the TCU/IAM Training Program secured a five-year contract with DOL to continue to provide advanced transportation training for young adults at nine programs across the country.

The TCU/IAM Advanced Training Program continues to be a top-performing vocational training program. It received an “A” grade in 2013 and the highest rating among all the National Training Contractor/Union programs.

“Job Corps is back on track,” said TCU/IAM Advanced Training Executive Director Diane Dettmann. “We have many employers who look to our program to meet their employment needs. There continues to be excellent career opportunities in the railroad and airline industries. We’re glad we can get back to our priority of training and placing young adults in quality careers.”

Job Corps currently has openings for students across the country at its 125 Centers. The National Job Corps Office announced a nationwide media campaign to spread the word that Job Corps’ doors are open and enrolling. The program places 95 percent of its graduates, so increased enrollment means jobs with an average starting wage of \$13.71 per hour in the transportation industry.



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## TRANSPORTATION

# US Airways Mechanic and Related Workers Vote for IAM



*Local 1725 IAM-represented Mechanic and Related employees of US Airways in Charlotte, NC were one of many stations to show their solid support for the IAM.*

In a contest overseen by the National Mediation Board (NMB), IAM-represented Mechanic and Related employees at US Airways soundly defeated the International Brotherhood of Teamsters (IBT) in an election to represent nearly 4,600 Mechanic and Related employees at the carrier. The

IAM received 1,903 votes, or 58 percent of all votes cast in the five-week election, while the IBT received 1,418 votes, less than 42 percent. The IAM immediately called for a return to contract talks for IAM-represented workers at US Airways.

“This victory marks an important





milestone for the Mechanic and Related group at US Airways,” said IAM Transportation General Vice President Sito Pantoja. “By voting for the Machinists Union, our members safeguarded their pensions and seniority heading into the merger with American Airlines while rejecting the empty promises of an organization with a history of corruption.”

In addition to creating uncertainty regarding future representation, the year-long raid by the IBT effectively suspended contract negotiations between US Airways and the IAM, which has represented Mechanic and Related employees at US Airways since 1949.

“The election results will allow contract negotiations between the IAM and US Airways to resume without any further delay,” said IAM District 142 President Tom Higginbotham. “We remain convinced that the IBT never had support among mechanics at US Airways to get this election in the first

place. We fully expect the NMB to thoroughly investigate the matter.”

In a separate IBT raid on more than 11,000 Mechanic and Related workers at American Airlines, the Transport Workers Union (TWU) presented testimony from former Teamster organizers who claimed that IBT organizing staff forged hundreds of election authorization cards. The IBT then withdrew its application for an election at American.

The day after the US Airways election results were announced, the U.S. Justice Department filed suit to block the proposed US Airways-American merger. The IAM immediately called for a return to contract talks for the 14,000 IAM-represented employees.

The IAM is the largest union at US Airways, representing over 14,000 Mechanic and Related, Fleet Service, Stockroom and Maintenance Training Specialists who have been in contract talks for more than two years.

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***for more information about the IAM at US Airways***



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## AEROSPACE

# AIM Aerospace Workers Win Organizing Campaign



*IAM District 751 organizing volunteers outside the AIM Aerospace plant in Sumner, WA, the day before AIM workers voted to join the Machinists Union.*

Workers at AIM Aerospace, Inc., in Sumner, WA, have voted to join the Machinists Union. The more than 250 aerospace workers gave a thumbs up to the IAM by a 3-to-2 margin.

AIM is a tier-one supplier to the Boeing Co. and Airbus. It also provides components to major aerospace suppliers like Spirit AeroSystems. The company directly competes with Triumph Com-

posites in Spokane, WA, which is also an IAM-represented aerospace company.

“The biggest congratulations go to the workers at AIM,” said IAM District 751 President Tom Wroblewski. “They stood up for themselves, and stood together in the face of a pretty vicious anti-union attack by management. This strong show of solidarity right at the start is a very good sign, and I’m optimistic about the future





for our new brothers and sisters.”

Wroblewski also thanked the union staff and volunteers, who spent several months working on the unionizing effort, and Organizer Loren Guzzone, for leading his first successful organizing campaign as a member of the District 751 staff.

“Congratulations to everyone involved in this campaign, especially the workers of AIM,” said IAM Western Territory General Vice President Gary Allen. “The Machinists Union is proud to stand with the workers of AIM and provide them with the representation they deserve.”



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