

IAM Journal

For Fighting Machinists



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AP/World Wide Photo



FEATURE STORY

Aerospace and Labor Join to Save U.S. Jobs

At the stroke of midnight, January 1, 2013, more than one million American jobs could be at stake and the security of our nation compromised.

If not stopped, a “doomsday mechanism” known as sequestration, a \$600 billion, 10-year, across-the-board budget cut, will take immediate effect at the Pentagon. The effects will not only roil the U.S. aerospace and defense industry, but will ripple across the country, warns IAM President Tom Buffenbarger and Aerospace Industries Association (AIA) President and CEO Marion C. Blakey.

Sequestration could affect more than one million American jobs, according to Buffenbarger and Blakey,

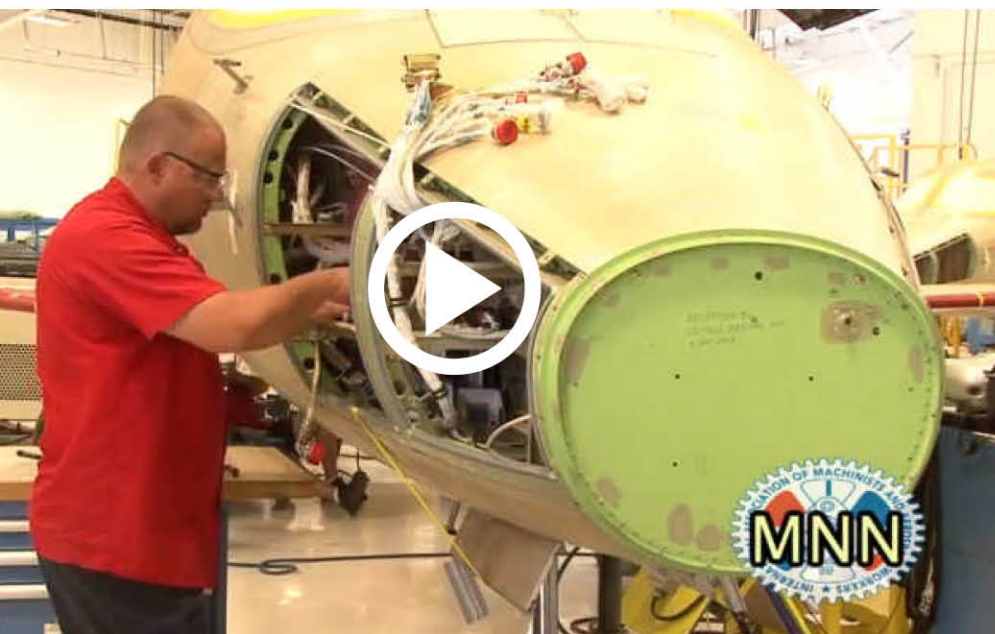
who cited a Deloitte report which detailed the state-by-state impact of the potential cuts, and a study by Dr. Stephen Fuller of George Mason University who projects unemployment rising and the GDP being cut by 25 percent as a result of sequestration. Buffenbarger and Blakey were speaking at the National Press Club in Washington, D.C.

“The U.S. economy is responding like a C-17 Globemaster,” said Buffenbarger. “It takes time and distance to get to its cruising altitude. And now is not the time to switch off one of its four engines. That’s what sequestration would do.”

The looming cuts are caused by the failure of last year’s Joint Select Committee on Deficit Reduction, also known as the Super Committee, to propose a deficit-reduction plan.

According to the Deloitte report, the aerospace and defense industry

Tap the photo on left to view a video about protecting more than one million jobs and keeping America’s aerospace and defense sectors strong.





The IAM and the Aerospace Industries Association are calling for alternatives to the looming \$600 billion in budget cuts that threaten key defense programs, such as the F-35 Joint Strike Fighter, and more than one million American jobs.

booked \$324 billion in sales in 2010 while supporting more than 3.5 million American workers. The industry also stands as the number one contributor to the country's positive trade balance, at a net \$42 billion.

“The data speaks for itself, America’s aerospace and defense indus-

try is a sector that punches far above its weight,” said Blakey. “Although the aerospace and defense industry will never stop defending this country, its capabilities to do so will surely be reduced if sequestration is not stopped. The countdown has begun, and it is now up to us to stop the clock.”

tap here

to read the Deloitte report on the Financial and Economic Impact of the U.S. Aerospace and Defense Industry.

tap here

to tell Congress to “Stop the Clock.” Avoid Sequestration.



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Romney's Return Highlights American Tax Inequalities



AP/Wide World Photo

In 2010, Mitt Romney paid a federal tax rate of only 13.9 percent – far lower than many machinists, teachers, secretaries, nurses and firefighters. His total income for the year was listed as \$21.6 million.

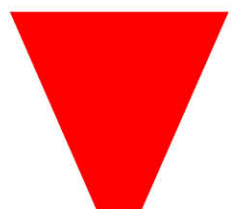
presidential candidate Mitt Romney to pay a much lower rate.

In 2010, Mitt Romney paid a federal tax rate of only 13.9 percent – far lower than many machinists, teachers, secretaries, nurses and firefighters. His total income for the year was listed as \$21.6 million. Romney pulled in \$15,236 every six hours – the rough equivalent to a year's worth of benefits for the average American on unemployment.

“That’s a hard pill to swallow for the everyday American struggling to buy food, gas, make mortgage payments and find work, or for the retired living on Social Security,” said IAM President Tom Buffenbarger. “Especially coming from a presidential candidate who says he enjoys firing people and ‘not concerned about

While the stress of scrambling to file their 2011 tax returns before the April 17, 2012 deadline is over for millions of American families, the unfairness of the U.S. tax code lingers.

Changes to the U.S. tax code are the most heavily-lobbied issues in Congress. The result is a system tilted in favor of the nation’s wealthiest individuals and corporations. While many working families making less than \$100,000 a year have an effective tax rate of more than 26.5 percent, the U.S. tax code’s complicated legal maneuvers, allowance for offshore accounts and other tax loopholes for the wealthy allow people like Republican



the very poor.’ How could he possibly understand the real nature of this economic crisis?”

Romney pulled in \$15,236 every six hours. That’s a hard pill to swallow for the everyday American struggling to buy food, gas, make mortgage payments and find work.

Tom Buffenbarger
International President

Romney’s record on creating jobs is equally depressing. As governor of Massachusetts, his state ranked 47th in the nation in job creation, and by the beginning of the Great Recession, it still had not replaced 100,000 jobs lost to the 2001 recession. It was one of only four states that did not do so.

“Romney’s allegiances are to Big Business – not average workers,” said Buffenbarger. “His so-called tax and regulatory reforms will favor the wealthy and burden working families.”



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Take Action Now to Support U.S. Jobs

The mission of the Export-Import Bank (Ex-Im Bank) is “to assist in financing the export of U.S. goods and services to international markets,” enabling “large and small companies to turn export opportunities into real sales that help to maintain and create U.S. jobs.” For more than 70 years, the Ex-Im Bank has fulfilled its mission and has helped increase U.S. exports

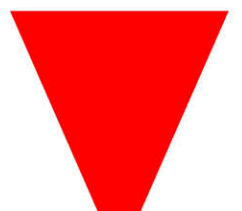
in an exceedingly competitive global marketplace.

But the Bank, and the jobs it supports, are under attack with claims that the Bank is “corporate welfare.” But with 87 percent of Ex-Im Bank transactions helping small businesses, the bank is hardly corporate welfare.

Supporters of the Ex-Im Bank and its mission have introduced H.R. 4302



The Export-Import Bank provides loans to increase exports of American-made products such as Boeing airplanes. Critics are trying to cut off funding for the bank. Tell Congress to support U.S. jobs and fully fund the Export-Import Bank.



in the U.S. House of Representatives. The bill calls for extending the Bank's charter until 2015, increasing the Bank's lending ability to \$140 billion from the current \$100 billion level, and improving transparency with additional Congressional oversight.

America's global competitors in Europe, China, Brazil and Canada all provide export credit financing and other support for the sale of commercial aircraft. They know that such exports are critical to a strong economy.

"America cannot afford to unilaterally disarm in the face of such global competition," affirmed IAM President Tom Buffenbarger in a letter to Congress in support of H.R. 4302. "To do so would be an economic disaster for the U.S."



tap here

to tell Congress to support the Export-Import Bank and U.S. Jobs.



tap here

To read President Tom Buffenbarger's letter to Congress in support of H.R. 4302



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IAM's Winpisinger Center: A Leader in Labor Education



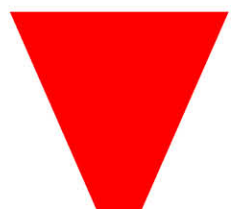
The IAM's William W. Winpisinger Education and Technology Center in Southern Maryland is one of the best labor education facilities in North America.

Recent headlines about the financial challenges faced by the AFL-CIO's National Labor College (NLC) are causing concern, but stories about the NLC should not be confused with the IAM's premier William W. Winpisinger Education and Technology Center in Southern Maryland.

Although the Winpisinger Center coordinates with the NLC to help IAM members earn their bachelor's degree,

the Winpisinger Center's secure funding comes from the interest on the IAM Strike Fund and operates independently from the NLC.

In January 2010, the NLC and the Princeton Review announced an ambitious partnership to provide the college with much-needed financial resources while greatly expanding the school's online learning capabilities. Today, little more than two years later, the part-



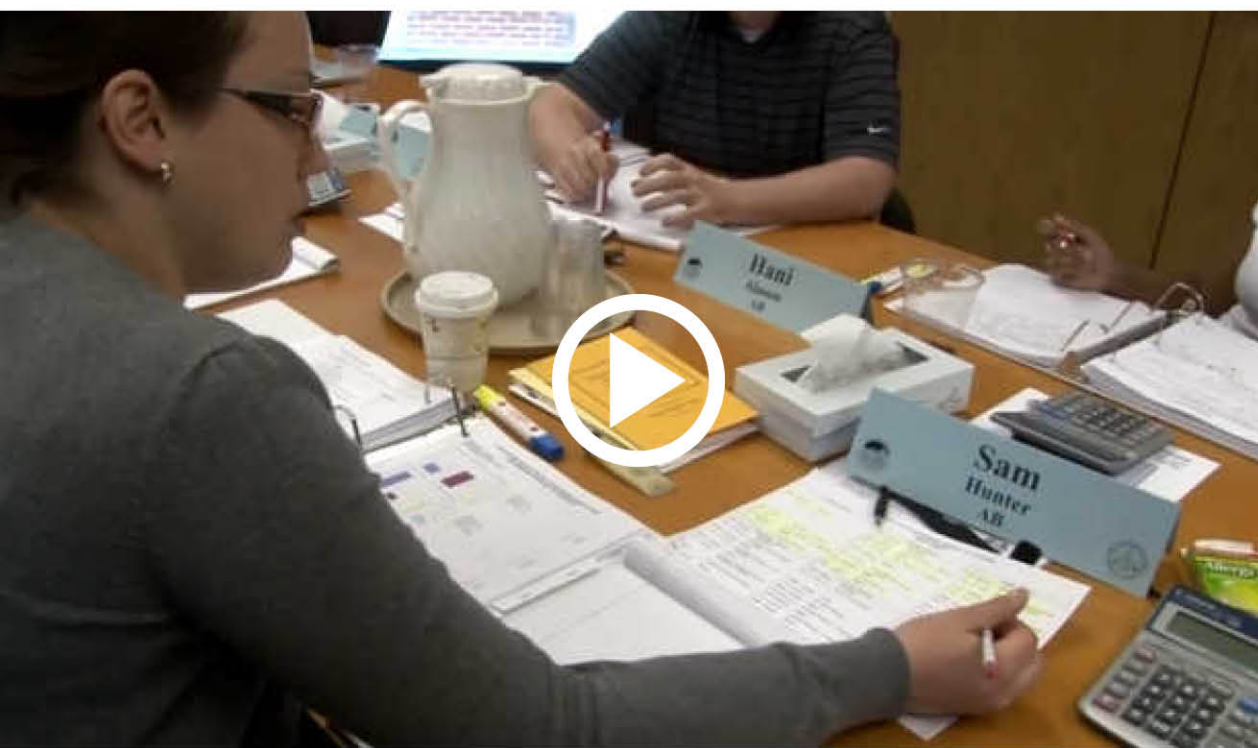
nership with Princeton Review has ended. Both sides described it as an “amicable parting,” but the NLC was forced to explore a range of options for the future that included a possible shutdown of the institution.

NLC employees and staff members were officially warned in early March of possible layoffs. School officials emphasized at the time that no decision had been made to close the school, and efforts are underway to secure the requisite funding.

Founded in 1969 by AFL-CIO President George Meany, more than 1,000 students have earned bachelor’s

degrees at the NLC since it achieved full accreditation in 2004. Currently, there are 990 students taking courses at the school, including more than 150 IAM members who are actively pursuing bachelor’s degrees.

“Regardless of what happens at the National Labor College, the IAM will continue to offer college-level courses and programs for our members at the Winpisinger Center,” said Center Director Chris Wagoner. “We’re currently looking at potential partners who can confer bachelor’s degrees in the event the NLC ceases operations.”



Tap left to view a video about the IAM’s William W. Winpisinger Education and Technology Center, a world-class facility for IAM members.

Member Profile

A United Family



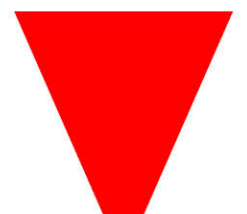
The Davis-Beverley family has three generations of active IAM members, all working for United Airlines. Pictured, left to right: Lloyd Beverley, Johnetta Beverley, Sean Davis and David Davis. Johnetta, a member of Local 2665 in Georgia, is mom to Lloyd and David, both members of Local 1759 in Virginia. Sean is David's son and third generation United employee, also a member of Local 1759. Tap photo at left to view a video about this unique United family.

When David Davis joined the Machinists Union 23 years ago, little did he know the impact his decision would have on his loved ones. Today, three generations of his family are active IAM members, all working for United Airlines.

Hired as a Ramp Serviceman in 1989, it didn't take long for David to appreciate the value of an IAM contract and the good wages and benefits it provided. Six years later, seeing how his brother benefited, Lloyd Beverley was the next family member to

join the IAM. He, too, went to work on the Ramp at United. Both brothers are members of Local Lodge 1759 in Herndon, VA and work at Dulles International Airport. David also serves as the Local's Grievance Committee Secretary.

In 1998, Customer Service and Reservation agents at United were non-union. David and Lloyd's mom, Johnetta Beverley, was a 20-year Customer Service agent and knew the advantages of belonging to the Machinists Union. She was excited about the



chance to vote for the IAM. When the votes were counted, Johnetta and her co-workers won IAM representation and now enjoy the benefits of a good union contract. Johnetta became active in her lodge as well, and currently serves as the Educator for Local Lodge 2665 in College Park, GA.

Last year, Sean Davis became the family's third-generation IAM member. At 20 years old, Sean - Johnetta's grandson; David's son;

Lloyd's nephew - started working at United Airlines, and like his dad and uncle, is a proud member of Local Lodge 1759.

"It makes me very proud to say my mom and my son are dues-paying members, and we are IAM strong," says David. "I'm very proud. I can't even put it in words. When people see us - him [Sean], me and my mom together and my brother - they smile and say 'WOW!'" Now that's a family affair.



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BNSF Drops Unfair Sick Leave Policy After TCU Files Charges



API/World Wide Photo

Burlington Northern Santa Fe Railroad (BNSF) rescinded an unfair sick leave policy after TCU and other rail unions, including IAM District 19, filed numerous complaints with the Equal Employment Opportunity Commission (EEOC).

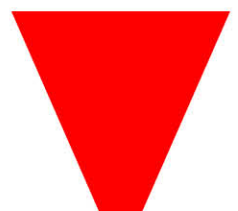
BNSF was requiring employees to report medical events or conditions, even if there was no reasonable basis for believing the condition or event had any impact on the employee's

TCU and other rail unions succeeded in getting Burlington Northern Santa Fe Railroad (BNSF) to rescind an intrusive sick leave policy that the carrier tried to impose on employees.

ability to perform their job, and even when the employee's doctor placed no limitation on the employee's job activities. The policy was in clear violation of the anti-discrimination laws of the United States.

The carrier's directive also required employees to provide BNSF with highly-personal medical information, including doctors' notes, diagnostic test results and hospital discharge summaries, information that BNSF management had no right to demand or obtain.

In response to the BNSF directive, TCU and several other rail unions filed discrimination charges with the EEOC, citing violations of the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008 and



the Civil Rights Act of 1964.

BNSF put the policy in place on January 1, 2012 and on April 3, 2012 withdrew the reporting requirements as a direct result of the complaints filed by TCU, IAM and other unions.

“Each day that BNSF’s policy was in effect, more employees faced the likelihood of having their statutory rights violated,” said TCU President Bob Scardelletti. “This was an important win for TCU members because once BNSF had been notified of the away-from-work medical condition and had obtained the employee’s statutorily-protected medical information, there was no way to undo the violation.”

IAM Stewards at Southwest Airlines Prepare for Busy Year

IAM Shop Stewards and representatives met at the IAM's William W. Winpisinger Education and Technology Center for two days of intensive Shop Steward training and to prepare for the upcoming contract negotiations with Southwest Airlines. There are more than 6,000 Customer Service and Reservation agents currently covered by the IAM contract.

The agenda included presentations by the Legal, Strategic Resources and Transportation Department staff from IAM Headquarters. There was additional training provided by District 142 representatives on ground safety, hu-

man rights, MNPL, the grievance procedure and a thorough review of the current contract.

“Even as an experienced Steward, this class will help me do my job more effectively. I also learned how to handle some of the unique situations we encounter as Stewards,” said Kyle Morris of Local 1776 in Philadelphia. “This training gives all of us a greater understanding of the grievance process and how we can use it to better represent our members.”

The Shop Steward Conference is part of the preparations for negotiations scheduled for May 1, 2012 with

Southwest Airlines. IAM members at Southwest submitted contract proposals in early 2012 and have an additional opportunity to submit their contract ideas through District 142's “Southwest

IAM Shop Stewards from Southwest Airlines met at the IAM's William W. Winpisinger Education Center for two days of intensive training and to prepare for upcoming negotiations with the carrier.



Airlines Contract Survey” on the District 142 website, www.iamdl142.org. The online survey is open until May 1.

“Our members at Southwest are on the front lines of a carrier that has a worldwide reputation for professionalism and service,” said District 142 President and Directing General Chairman Tom Higginbotham. “We’re determined to deliver a contract that reflects and rewards those contributions.”

“Shop Stewards have the most day-to-day contact with our members. Ensuring that they are well-trained and well-informed is vital to our mission to provide the best representation in the airline industry,” said IAM Transportation General Vice President Sito Pantoja. “Providing this comprehensive training is a credit to District 142 and a benefit to our Stewards and the members they represent.”



Workers and IAM representatives outside the Spirit AeroSystems facility in Kinston, NC celebrate their winning vote to join the IAM.

Big IAM Victory at Spirit AeroSystems in North Carolina

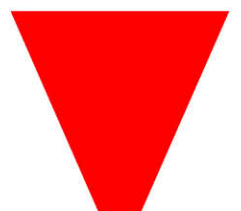
Right-wing politicians frequently boast of low unionization rates in southern states, but rarely do they acknowledge the dismal wages, dangerous working conditions and lower living standards that often thrive in the absence of a collective bargaining agreement.

Workers at the newly-opened Spirit AeroSystems facility in Kinston, NC are taking steps to ensure their future

is not limited by anti-union discrimination or a regional political agenda that suppresses wages, benefits and workers' rights.

In an election sanctioned by the National Labor Relations Board (NLRB), the 126 workers at Spirit, who build aircraft components for Airbus, voted 2-1 for IAM representation.

Spirit's Kinston facility, located in North Carolina's Inner Banks re-



gion, is expected to grow dramatically, employing as many as 1,000 workers when full production ramps up.

“This is an important victory. It allows us to build on the partnership the IAM created at Spirit’s Wichita, KS facility,” said Aerospace Coordinator Ron Eldridge. “In addition to negotiating a contract with good wages and benefits, we’ll make certain our members get the professional training they’ll need to make great products.”

Spirit and the IAM-represented employees at the company’s Wichita plant are prospering despite layoffs and cutbacks that swept through the area in the wake of the 2008 recession.

“North Carolina is poised to dramatically expand its footprint in the aerospace industry,” said IAM President Tom Buffenbarger. “The IAM is prepared to make sure the result isn’t a race to the bottom for workers’ wages and benefits.”