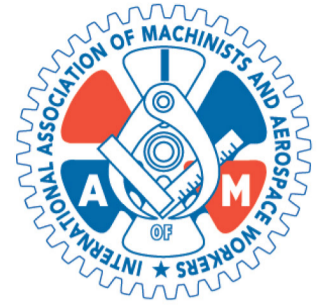


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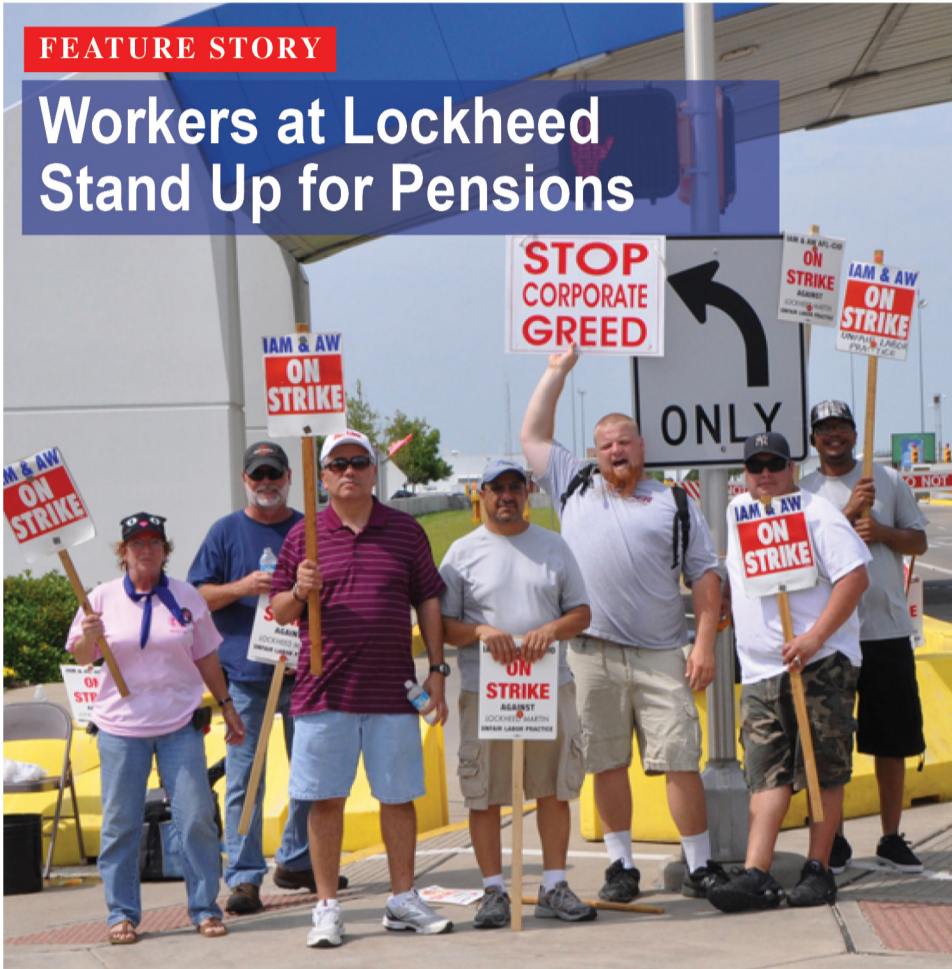
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FEATURE STORY

Workers at Lockheed Stand Up for Pensions



IAM Welcomes New York 'Black Car' Drivers



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Workers at Lockheed Stand Up for Pensions

The strike by 3,600 IAM members at Lockheed Martin is fast becoming a symbol of what many unions across the country are facing: profitable corporations pitting current workers against new hires in an attempt to achieve deep and permanent concessions.

In its most basic guise, a company will offer significant improvements in pay and benefits to current employees, but only if they ratify a contract that includes

lower pay, fewer benefits and, most importantly, no defined benefit pension for future employees.

This divide-and-conquer tactic was met with an overwhelming “NO” vote by members of District 776 at Lockheed Martin facilities in Texas, California and Maryland, who declared they would strike before becoming known as the generation that surrendered their legacy pension plan.

“The IAM members at Lockheed are smart enough to know what happens next if they ratify terms like this,” said International President Tom Buffenbarger. “It’s only a matter of time before there is a majority of workers without pensions and the company can then propose a contract that rewards the newer hires for eliminating the pension plan altogether.”

Companies frequently propose 401(k) retirement plans and defined contribution pension plans in lieu of a defined benefit pension plan, but these replace-

District 776 IAM members are on strike at Lockheed Martin facilities in Texas, California and Maryland to stand up for pensions and stop corporate greed.





ment plans are risk-heavy and deny workers the ability to reliably plan for retirement. In its so-called “last, best and final” offer, Lockheed tempted current employees with higher pay, a signing bonus and a hefty 14 percent increase in the defined benefit pension plan.

The vote wasn’t even close. Members voted 9-1 to reject the proposed contract.

Lockheed also proposed replacing existing medical benefit plans that cover 60 percent of the workforce with plans with higher out-of-pocket costs.

For some, a strike to protect the benefits of workers who have not even been hired yet may be hard to understand. But for IAM members at Lockheed, it’s a no-brainer. “Eliminating the pension and creating a two-tiered workforce is the first step to an endless series of concessionary contracts,” said District 776 President Paul Black. “And at a highly successful contractor like Lockheed, that’s just not acceptable.”



Tap above to view a video on the strike at Lockheed Martin.

Modernize Our Nation's Ports and Waterways, Support the RAMP Act



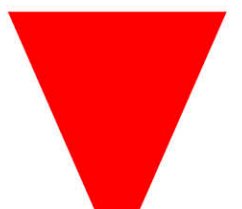
Maintaining the seaways and ports of America's transportation system is critical to increasing the nation's exports. The IAM supports legislation to increase investment in this vital part of America's economic infrastructure.

The IAM is supporting job-creating legislation to increase funding for harbor dredging and maintenance that is awaiting final changes from U.S. House and Senate conferees.

Both chambers have approved H.R. 4348, a transportation bill that includes the Realize America's Maritime Promise (RAMP) Act, an amendment to ensure funds designated for commercial harbor dredging and

maintenance are used for that purpose. But the House and Senate must agree on a unified version before final passage.

The Seaway Task Force (STF) is fighting to pass the RAMP Act as part of its mission to promote and protect the U.S. shipbuilding industry and maritime trade workers. The Harbor Maintenance Trust Fund currently has enough money to dredge all of the na-





Tap above to view a video about investing in America's maritime infrastructure.

tion's deep-draft ports and waterways. But only half of the \$1.6 billion in taxes collected each year is utilized for the original intent of the fund.

"Our ports are being underutilized," says IAM Eastern Territory General Vice President Lynn D. Tucker, Jr., who helped create the STF in 2007. "Years of inadequate funding have wreaked havoc on our maritime infrastructure. Without needed maintenance and upgrades, many ports won't be able to keep up with the changes in the marine transportation system."

Only a handful of U.S. ports currently have the capacity to handle the megacargo ships that are expected to follow in the wake of a massive expansion of the Panama Canal in 2014.

"These ships can carry 20,000 containers," explains Tucker. "They need ports that are at least 51 feet deep, and that requires dredging. We cannot meet the goal of doubling U.S. exports in five years without significant investment in our ports and commercial waterways. The RAMP Act is long overdue."

tap here

to tell Congress to pass the RAMP Act



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UCubed Over 100,000 Strong



The Union of Unemployed (UCubed) owns the largest union presence on Facebook with over 100,000 leaders.

“We have grown dramatically in the last six months,”

The Union of Unemployed (UCubed) owns the largest union presence on Facebook with over 100,000 leaders.

said UCubed Executive Director Rick Sloan. “Our 95,000 Facebook fans, 897 cube leaders and 4,750 job activists now total over 100,000.”

Facebook estimates the potential reach of UCubed’s Facebook page at 24 million people via each member’s individual friends network.

“Our niche is a space that no one else has. Nobody is speaking directly to and for the unemployed,” said Sloan. “But UCubed is changing the conversation. With UCubed, the jobless will have the last say come November. We expect to have 150,000 fans by Election Day, that’s an estimated 30 million potential voters.”

UCubed leaders continue their push for a 21st Century Works Progress Administration (WPA) by urging Congress to move on

S. 1517, the 21st Century WPA Act.

The bill, introduced by Sen. Frank Lautenberg (D-NJ), is currently sitting in the Senate Finance Committee. It authorizes \$250 billion to employ individuals who have been unemployed longer than 60 days. Workers would be hired for a host of public works projects, including residential and commercial building weatherization; highway, bridge and rail repairs; school, library and fire-house construction; and manufacturing projects. The program would be paid for through an excise tax on

millionaires of 5.4 percent.

Congress must also take immediate action on H.R. 494, the 21st Century Civilian Conservation Corps (CCC) Act. Introduced by Rep. Marcy Kaptur (D-OH), the \$16 billion bill envisions a renewed emphasis on putting unemployed and underemployed Americans to work immediately planting trees, ending erosion, preventing forest fires and massive flooding and improving rural communities. The bill is stalled in the GOP-controlled House Education and Workforce Committee.

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to tell Congress to take action on the 21st Century WPA Act.

tap here

to tell Congress to take action on the 21st Century CCC Act



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Workers' Memorial Service Remembers the Fallen



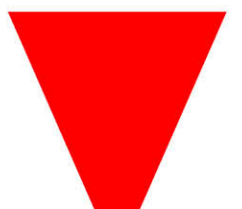
At the annual IAM Workers' Memorial Ceremony to honor members who passed away from on-the-job accidents or job-related illnesses, IAM President Tom Buffenbarger expressed condolences to their families on behalf of all IAM members.

Dozens of IAM members, friends and families gathered at the Workers' Memorial at the William W. Winpinger Education Center in Southern Maryland in observance of the 23rd annual Workers' Memorial Day.

“Once again we're gathered here in this special and sacred place to pause and reflect upon the lives and contributions of our fallen IAM brothers and

sisters,” said IAM International President Tom Buffenbarger. “May we, as union brothers and sisters, re-commit ourselves to the fight for a safe workplace, for a safe environment and for the laws that respect and protect workers and all those who toil.”

Among this year's list of fallen IAM members are Robert Demarco of District 142, who was killed on the job



while clearing a bag jam on the bag belt for US Airways.

“Rob Demarco, like every one of us, went to work on February 17 with every expectation to return to his family and friends,” said District 142 Ground Safety Director Ron Miller. “Sadly, we cannot bring Rob back. But we have a responsibility and obligation to our brothers and sisters to do everything in our power to ensure that this does not happen again.”

Also remembered were Jerry Milligan of Local 839, who was critically injured in a fall; Donald Gadley of Local 1580, whose tragic accident was the first fatality in his facility in over 70 years; Dwayne Lieu of Local 837A, who died from lung cancer; Michael “Mickey” F. Hughes, Assistant General Chairperson of District 141, who died of cancer; Glenn Middleton of Local 1979, who passed away from a heart attack; and Michael John Schmitt, Jr. of Local 4, who died suddenly on his way to work.

“In the U.S. alone, over 45,147 people were killed by traumatic in-

juries at the workplace this past year, with an estimated 50,000 additional workers who died from occupational-related diseases,” said IAM Safety and Health Director Michael Flynn, noting that this year’s ceremony also



Tap above to view a video about the IAM Workers’ Memorial ceremony to honor fallen IAM brothers and sisters.

marked the 41st anniversary of the Occupational Safety and Health Act (OSHA). “Our presence here today should make it clear to all that worker protections are still needed, improvements can always be made, and without enforcement, any advancements made since the 1970 enactment of OSHA will slowly be destroyed.”

Member Profile



“We’re back!” declared Wisconsin AFL-CIO President, and IAM member, Phil Neuenfeldt to a crowd of 35,000 Wisconsinites at the state capitol on the one-year anniversary of the mass protests against GOP Gov. Scott Walker and his anti-worker agenda. Neuenfeldt has been at the center of one of the largest grassroots movements in the nation fighting against the GOP assault on working families.

Phil Neuenfeldt: Fighting for Wisconsin’s Working Families

Just months before the notoriously anti-union Scott Walker won the race for governor of Wisconsin in 2010, IAM member Phil Neuenfeldt took the helm as president of the Wisconsin State AFL-CIO. “We don’t think labor’s best days are behind us. In fact, we believe the time is right to inspire a new generation to fight for justice and prosperity for

all workers,” said Neuenfeldt. “Together we can turn a new page in the history of Wisconsin’s labor movement.”

Within months, Neuenfeldt and tens of thousands of Wisconsinites would be locked in a struggle to protect workers’ rights on a scale the labor movement hadn’t seen in decades. GOP Governor Walker was the point man for a nation-

al attack on working families and the people of Wisconsin mounted one of the largest grassroots campaigns in history to protest Walker's actions and force recall elections for Walker and several GOP supporters in the state senate.

The struggle began after Walker and the GOP-controlled legislature forced through a now-infamous bill eliminating collective bargaining rights for public employees.

Walker's exploits spurred Neuenfeldt and the Wisconsin labor movement into action. Neuenfeldt helped mobilize tens of thousands of demonstrators who converged on the capitol building in Madison to protest the bill and kept the protests going for weeks afterwards.

That scenario, and his tireless work since, has drawn national attention, sparked similar protests across the country and has roused the American labor movement like no other event in decades.

Mobilizing tens of thousands of activists and keeping them energized for more than a year has taken a monumental effort. "We know we have to be together. We know we have to be unified," said Neuenfeldt to a group of IAM members. "Let's put the 'move' back in movement."

To help recall Walker, Neuenfeldt



Tap above to view a video about Wisconsin AFL-CIO President, and IAM member, Phil Neuenfeldt.

travelled across the state on the Wisconsin AFL-CIO's "Recall Express" bus, talking with people and conveying the devastating impact Walker's policies will have on working families. Volunteers across the state collected more than a million signatures in 60 days to force a recall election to be held on June 5.

Neuenfeldt, dynamic and highly regarded as one of labor's most-accomplished, veteran leaders, has been a member of IAM Local 1916 since he went to work at General Electric in Waukesha, WI. He served as shop steward and in many other leadership roles in the local. At the Wisconsin State AFL-CIO, which represents 250,000 members in over 1,000 affiliated local unions, he served as Legislative Director and Secretary-Treasurer for the 16 years prior to his election as president.

TCU News

Republican Budget Targets Railroad Retirement Benefits

On March 29, Republicans in the U.S. House of Representatives, on a party-line vote, adopted the so-called Ryan Budget for fiscal year 2013 over the opposition of House Democrats.

One of the Ryan Budget provisions states that railroad retirement benefits “are more generous than Social Security in many ways.” The Ryan Budget calls for legislation to reduce Railroad Retirement Tier 1 benefits “so that its benefits would equal those of Social Security, with an estimated savings to

taxpayers of \$2 billion over 10 years.”

TCU/IAM members will deliver TCU’s opposition statement to each member of Congress. The Railroad Retirement Board and the Association of American Railroads have voiced their strong opposition to this budget, as well.

“From the moment the budget hit the floor, TCU, IAM and the other rail unions as well as the railroad industry mobilized to defeat it,” said TCU President Bob Scardelletti. “Even though the

House Budget Chairman Paul Ryan, left, and fellow Republicans crafted a budget proposal for fiscal year 2013 that proposes reductions in benefits for workers under the Railroad Retirement System. The GOP majority in the House passed Ryan’s plan in March 2012.



Getty Images

budget language reflects a fundamental misunderstanding about how railroad retirement is funded, there is no doubt as to its intent: to eliminate occupational disability and the option for full retirement benefits if a participant is 60 years of age and has 30 years of service. Those are the two chief Tier 1 benefits that exceed Social Security benefits.

“As railroad workers and retirees, we understand that those benefits are completely funded by the taxes we and railroad employers pay. But that doesn’t matter to the Republican majority who voted for this,” said Scardelletti. “All they see is a chance to target yet another group of workers in the name of budget austerity. Why let facts stand in the way?”

If the Republicans win the White House and Senate and retain control in the House, one of their priorities will be to dismantle Railroad Retirement and reduce its benefits to those of Social Security. If you are a railroad worker or

“There is no doubt as to its intent: to eliminate occupational disability and the option for full retirement benefits if a participant is 60 years of age and has 30 years of service.”

Bob Scardeletti

TCU/IAM National President

retiree and care about your retirement security, this election will be the most important ever.

Register to vote now, and on Election Day, vote as if your retirement security depends on it. Because it does!

Secret Deals Rankle Union Members at US Airways

IAM leaders from Air Transport Districts 141 and 142 were quick to respond to news that secret talks between US Airways and three unions at American Airlines - the Allied Pilots Association (APA), Association of Professional Flight Attendants (APFA) and the Transport Workers Union (TWU) - had produced terms for labor agreements in the event US

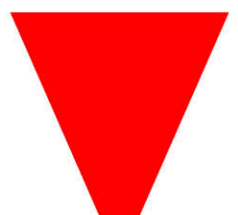
Airways acquires American Airlines.

The secretly-brokered deals are the latest move by US Airways' CEO Doug Parker in a bid to acquire American Airlines over the objections of the current American management team. Parker, who orchestrated the 2008 America West-US Airways merger, has often said that he believes there is one major airline merger left and that



Getty Images

As part of US Airways' bid to take over American Airlines, US Airways' management held secret talks with three unions at American to make deals in the event the acquisition goes through.



“We strongly believe that US Airways should focus on successfully concluding our negotiations rather than striking backroom deals with other unions at other airlines.”

Tom Higginbotham
President District 142

he intends to be part of it.

Calling it “insulting” and “disrespectful” to US Airways’ IAM-represented employees, who are currently in negotiations for new contracts, District 141 President Rich Delaney declared, “It is unbelievable that the company [US Airways] would secretly negotiate with labor groups outside of their own airline and reach contractual terms for the future when the state of labor relations within US Airways is so uncertain.”

Delaney reserved judgment on the wisdom or likelihood of a US Airways-American Airlines pairing, but called on US Airways to put the same effort into reaching contractual terms with the IAM and the Fleet Service employees of

US Airways as they have in reaching agreements with unions that may or may not ever be part of US Airways.

Leaders of IAM District 142, representing US Airways Mechanic and Related employees, were equally assertive in their response to the news that US Airways had concluded secret deals in exchange for support from TWU and other unions at American.

“We strongly believe that US Airways should focus on successfully concluding our negotiations rather than striking backroom deals with other unions at other airlines,” said District 142 President Tom Higginbotham, who added that District 142 membership would determine if any enhancements would be made to their agreements, not another union at another airline.

The controversy and resentment created by CEO Parker’s backroom deals raises the question: Is this the same Parker who said in a recent *Wall Street Journal* interview that he had learned an important lesson from US Airways’ failed takeover of Delta Airlines in 2006? “You need to have allies, particularly the employees,” said Parker. “You need labor to be excited about the transactions.”

IAM Welcomes New York ‘Black Car’ Drivers

“In the end, these workers could not be bought or intimidated.”

Jim Conigliaro, Sr.
District 15 Directing Business Representative

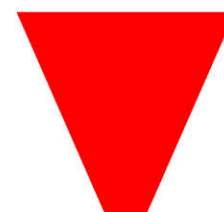
A courageous group of nearly 200 drivers employed by Town Car International in Long Island City, NY, overcame a fierce anti-union campaign to win IAM representation. The new members, also known as “Black Car” Drivers, provide premium personal transportation services in the New York metropolitan area. Many are recent immigrants trying to build a good life in the United States.

Much of the money Black Car Drivers earn goes to expenses. The approximately \$70,000 gross pay a driver can make is whittled down to less than \$25,000 after paying for the vehicle, maintenance and insurance, as well as base fees, radios, car washes and fines from both the city and the company. Most drivers work 12 to 15-hour shifts, six days per week.

Town Car International officials opposed the or-



Standing tall and proud, drivers employed by Town Car International in New York join with District 15 representatives to celebrate winning IAM representation.





Nearly 200 drivers employed by Town Car International in Long Island City, NY, overcame a fierce anti-union campaign to win IAM representation.

ganizing campaign from the start, threatening to end the drivers' employment status, offering bribes, standing goon-like where drivers voted and making job assignments that made it difficult for drivers to return in time to vote.

“In the end, these workers could not be bought or intimidated,” said District 15 Directing Business Representative Jim Conigliaro, Sr. “This was an important victory for the drivers and their families, but even more for the entire Black Car Industry.” District 15 in New York City already

represented about 100 drivers, and is trying to win fairness for the entire industry.

“These drivers deserve our congratulations and our highest respect,” said Eastern Territory General Vice President Lynn D. Tucker, Jr. “They came from around the globe prepared to work hard and build a better life, only to face threats and intimidation if they dared seek a voice on the job. We are a better union and a better country with these workers and the inspiring example they provide. And this is just the beginning”