



IAM Journal

For Fighting Machinists

VOLUME 16 NO. 2 NOVEMBER 2011



FEATURE STORY

Innovative Bargaining Key to Rebuilding Wichita Aerospace Industry

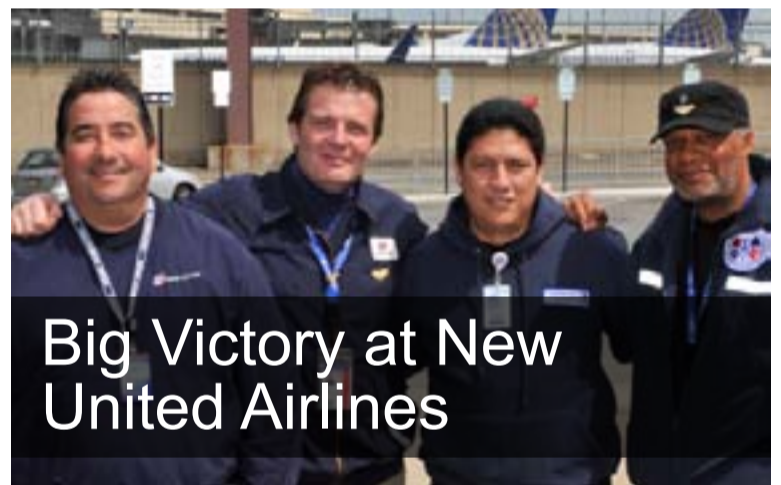
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First IAM Human Rights Conference is Huge Success

Member Profile: Meet Brett Graham

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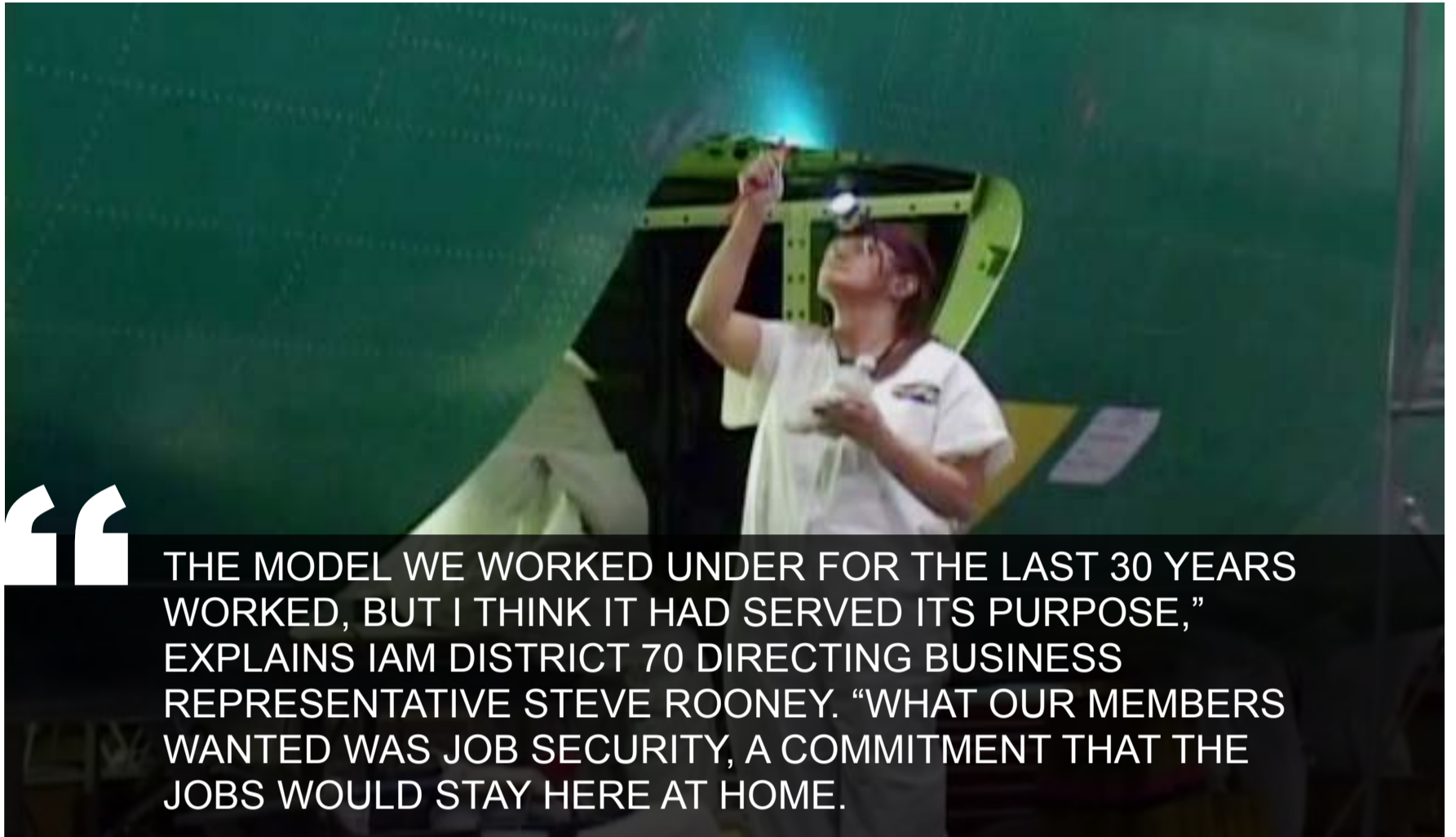
Big Victory at New United Airlines



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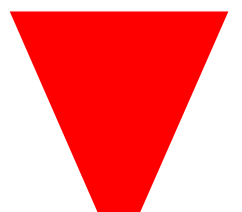


THE MODEL WE WORKED UNDER FOR THE LAST 30 YEARS WORKED, BUT I THINK IT HAD SERVED ITS PURPOSE,” EXPLAINS IAM DISTRICT 70 DIRECTING BUSINESS REPRESENTATIVE STEVE ROONEY. “WHAT OUR MEMBERS WANTED WAS JOB SECURITY, A COMMITMENT THAT THE JOBS WOULD STAY HERE AT HOME.

Innovative Bargaining Key to Rebuilding Wichita Aerospace Industry



Generations of workers made Wichita the Air Capital of the World and the IAM is working to ensure jobs for future workers.





Click above for a video on how generations of workers made Wichita the Air Capital of the World and how the IAM is working to ensure jobs for future workers.



IAM-represented aerospace workers in Wichita are using innovative approaches to bargaining new contracts to keep Wichita the Air Capital of the World.

IT WAS ONE YEAR AGO when 6,000 Machinists of Local 839 in Wichita, KS, reshaped labor relations in the aerospace industry with a tentative contract with Spirit AeroSystems. The agreement provided unprecedented levels of job security in an industry that was still reeling from a severe and ongoing recession.

“The model we worked under for the last 30 years worked, but I think it had served its purpose,” explains IAM District 70 Directing Business Representative Steve Rooney. “What our members wanted was job security, a commitment that the jobs would stay here at home.

“We realized we had to do something different.”

The Machinists embarked on a new partnership with Spirit, one that ensured labor and management worked together to provide workers greater job security. And, one that ensured Wichita remained the air capital of the world.

Today, Local 839 members are seeing the re-



Click above for a video about how the new contract at Hawker Beechcraft is building job security.

sults of that partnership firsthand, says member Ryan Kastens. “The union and management are on the same page,” says Kastens. “It’s not like the union is saying, ‘I’m union. You are going to do what I say.’ Or, management is saying, ‘I don’t care what the union says.’ It’s like alright, you say this. I say that. And we meet in the middle. There’s good communication between the two.”

And it appears that “good communication” is catching on. Other aerospace companies in Wichita, like Hawker Beechcraft where IAM Local 733 members recently ratified a new agreement by a 69 percent margin, have mimicked a similar partnership model in their contract. “Spirit is a perfect example of how the new model is working. It’s really the only industry now that’s bringing people back in large numbers,” says Local 733 member Sam Humble.

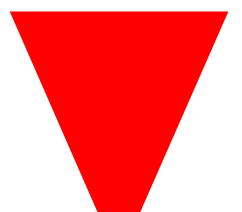
And the Machinists, says Rooney, are committed to continuing that model, so long as it benefits workers. “As we have shown through the Spirit agreement, we want to work together and we are willing to work with companies,” said Rooney. “All they have to do is want to do it with us.”



United and Continental Ramp and Fleet Service employees worked together to ensure a big victory at the new United Airlines. From left, United Ramp workers Gene Beatty and James Carlson with Continental Fleet Service workers David Otoy and Noel Creary. Photo by Bill Burke, Page One

Big Victory at New United Airlines

IN A BIG VICTORY FOR TRANSPORTATION WORKERS, Ramp/Fleet Service employees at the new United Airlines voted for IAM representation. The merger of United Airlines, Continental Airlines and Continental Micronesia created the new United Airlines, which triggered a National Mediation Board (NMB)-supervised election between the IAM and the International Brotherhood of Teamsters (IBT). The IAM represents





about 6,800 United Airlines Ramp/Fleet employees, and the IBT represented about 7,300 Flight Ramp/Fleet workers at Continental Airlines and Continental Micronesia.

“This was a hard-fought victory,” said IAM General Vice President Robert Roach, Jr. “Ramp and Fleet workers put their faith in us and rest assured we will deliver what we have promised.”

“We welcome our new members and thank our current members for their support,” said IAM District 141 President Rich Delaney “When we resume negotiations we will speak for more than 14,000 members, and it’s a great feeling.”

Following the victory in the Ramp/Fleet Service classification, the IAM filed a request with the National Mediation Board to rule that United Airlines, Continental Airlines and Continental Micronesia are operating as a single carrier for representation purposes for the Passenger Service classification. This is the first step to win IAM representation for all Passenger Service employees at the new United Airlines.



FOR MORE INFORMATION, TAP HERE TO VISIT WWW.VOTEIAM.COM.

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the
AMERICAN
JOBS ACT

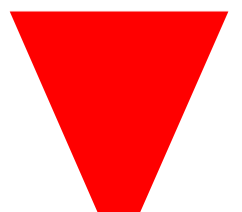
President Obama's American Jobs Act is a mixed bag for the more than 29 million unemployed Americans. Some provisions promise much-needed relief. Others won't help the jobless at all.

Take Action

to Fix the American Jobs Act



Millions of unemployed Americans need help now. Take action to fix the American Jobs Act to help America's jobless and underemployed get back to work.



President Obama's American Jobs Act is a mixed bag for the more than 29 million unemployed American. Some provisions promise much-needed relief. Others won't help the jobless at all.

The American Jobs Act extends unemployment insurance benefits, bans hiring discrimination against the unemployed, and invests in our nation's infrastructure.

"Relief from this jobless recovery – which impacts every IAM member – is long overdue. But this bill, as drafted, needs work," says IAM International President Tom Buffenbarger.

The American Jobs Act does very *little* for people who are out of work. Its series of payroll tax cuts and tax credits only benefits those who already have jobs. Other provisions will take years to take effect.

The funding mechanism for the president's proposal taxes the wealthiest Americans – an approach the IAM supports, but one that will prevent the bill's enactment -- forcing the unemployed to wait another 14 months or more for Congress to try and end this jobs crisis.

"The unemployed need help *now*," says President Buffenbarger.

"These men and women have been denied the American Dream. They deserve a jobs bill that actually works, so they can get back to work. Lawmakers must amend the American Jobs Act to pay for it from current revenues and provide for immediate and direct employment of the unemployed."

take action:

tap here to tell congress to **VOTE "YES"**
on these job creating proposals of the American Jobs Act

tap here to tell congress to **VOTE "NO"**
on these non-job creating proposals of the American Jobs Act



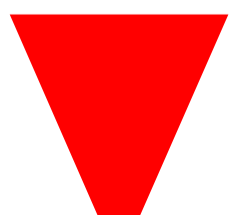


IAM International President Tom Buffenbarger addresses the 2011 IAM International Human Rights Conference in Orlando, FL.

Hundreds of IAM human rights activists, women's rights activists, community service activists and young workers enjoyed five days of phenomenal speakers, guests and workshops focused on embracing diversity while working to improve conditions in the workplace, community and nation, at the 2011 Inaugural International Hu-



Click above to view a video about the Inaugural IAM Human Rights Conference.





man Rights Conference in Orlando, FL.

“This conference is an opportunity to think about the fundamental role of our union, not only the lives of our members, but in America, when it comes to embracing diversity and tackling the many challenges ahead for working families and the middle class,” said Diane Babineaux, Chief of Staff to the International President.

“We must re-write the labor and civil rights movements,” declared featured speaker Reverend Al Sharpton, president and founder of the National Action Network. “Over the last several months, there has been an overt attempt to break collective bargaining, to break unions, to rescind our right to organize and protect workers, and – to add insult to injury – blame workers for a recession that the



exploiters of workers caused.

“We must reunite the family of the civil rights community and the labor rights community – because we are the same people. We have got to protect labor in order to protect ourselves,” said Sharpton.

“The right to collectively bargain is a human right,” said IAM Western Territory General Vice President Gary Allen. “If people are struggling to provide the necessities of food and shelter for themselves and their families, they will not be able to address other important issues necessary for a vibrant society.”

Conference activities included a town hall meeting entitled “Preserving Human Rights through Political and Community Activism.” A special and moving presentation was also made to 93-year-old retired Pullman Porter Sollie Mitchel for his hard work, dedication and contributions to the early labor movement.



Protect U.S. Space Workers in Post-Shuttle Era

IAM members who were key to the success of the America's space program face an uncertain future after the end of the shuttle program.

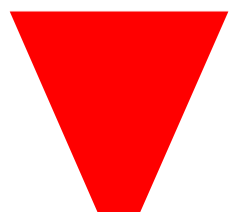
“AMERICA'S SPACE PROGRAM WORKERS AND ASTRONAUTS DESERVE OUR NATION'S GRATITUDE, NOT LAYOFF NOTICES”

– IAM PRESIDENT TOM BUFFENBARGER

Tens of thousands of workers, including IAM members, played key roles in building, launching and maintaining NASA's Space Shuttle program. The space shuttle fleet logged more than



Click above for a video about proud IAM space shuttle workers who made America a leader in space.





Thousands of IAM members who kept the shuttles flying deserve a prominent role in future space programs.

take action:

tap here to tell congress
to **FUND THE SPACE
SHUTTLE REPLACEMENT
PROGRAM**

130 flights, completed more than 20,000 earth orbits, carried thousands of tons of cargo and satellites and more than 800 men and women and into space.

After the last shuttle mission, thousands of dedicated workers face layoffs and uncertainty. “America’s space program workers and astronauts deserve our nation’s gratitude, not layoff notices,” said IAM President Tom Buffenbarger.

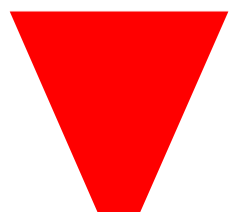
“These men and women deserve a secure future as partners in a new, well-defined and well-funded manned space flight program.”



TCU National President Bob Scardelletti addresses the IAM Transportation Conference. Photo by Bill Burke, Page One.

TCU is Major Participant at IAM Transportation Conference

More than 160 TCU delegates, almost half of the total delegates, joined their IAM brothers and sisters from across the country at the annual IAM Transportation Conference to hear about important is-



sues affecting transportation workers.

Speakers included TCU National President Bob Scardelletti, IAM International President Tom Buffenbarger, members of Congress, U.S. Secretary of Labor Hilda Solis, AFL-CIO Transportation Trades Dept. President Ed Wytkind and Linda Puchala, Chairperson of the National Mediation Board.

President Scardelletti updated delegates about TCU's continued legislative efforts; National Freight Rail Negotiations and the full merger of TCU with the IAM. "I bring you greetings from 50,000 TCU members who work on America's freight railroads, Amtrak, Commuters and Transit, Disney World and many other companies," Scardelletti told delegates.

"On January 1, 2012, our merger with the IAM becomes complete. It will be the most historic event in the history of TCU. With the merger, I see a burst of new energy, a golden opportunity to renew TCU's identity as a union unsurpassed in its commitment to member representation and involvement," said Scardelletti. "Merging with the IAM will provide us with resources and opportunities not only far beyond our former capabilities but beyond anything I could have imagined for our union."

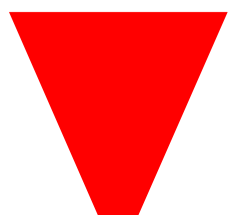
MEET

BRETT GRAHAM



WHEN HE'S NOT BUSY RAISING HIS FAMILY OR WORKING AT SPIRIT, GRAHAM IS AN AVID HUNTER AND RECENTLY APPEARED ON THE UNION-SPONSORED TELEVISION SHOW BROTHERHOD OUTDOORS.

BRETT GRAHAM has been a member of Local Lodge 839 since he started work at Spirit AeroSystems in Wichita, Kansas in 1984. He had been working at a non-union shop where “working conditions were deplorable, the pay wasn’t near what the men and women working there deserved and safety was an afterthought. Many of the equipments’ safety devices were disabled to speed up production,” said Graham. “So when I hired into a union shop, joining was a no-brainer.” Graham added that he went to work in an IAM shop not only because the pay and benefits are much better, but safety on the job is a top priority.





Graham is married with three children, and he's learned firsthand the importance of his IAM-negotiated health care. In 1994, his wife of 27 years was diagnosed with multiple sclerosis. It took her nearly a year of physical therapy to learn how to walk again. The cost of her treatments were astronomical, and today, the cost of her medical care is still high. Without his health benefits, Graham says, his wife would not be receiving the care necessary for a quality life.

"That's why I am a committed union member," said Graham, "because without the IAM looking out for me and my family, there is no doubt in my mind that the love of my life wouldn't be able to do all the things she can do today."



Right Wing Defends Boeing Lawbreaking

Anti-labor members of Congress are using the National Labor Relation Board's (NLRB) complaint against Boeing as an excuse to push for legislation that would undermine the NLRB's ability to protect all workers.

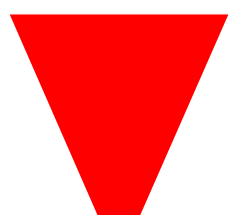
THE VALUE of a strong union presence in the political arena has never been more apparent than in the fight over the National Labor Relations Board (NLRB) complaint against The Boeing Company.


What began as a straightforward legal matter has since mushroomed into a political slugfest with right-wing extremists determined to undercut the Board's ability to enforce federal labor laws.

In the latest round, the IAM



Click above to view a video of IAM General Counsel Chris Corson discussing the Republican attacks on the National Labor Relations Board in the Boeing case.





helped block a proposal by Sen. Lindsay Graham (R-SC) to strip the NLRB of its long-standing authority to order a company to return work transferred in retaliation for lawful union activity.

“The defeat of Sen. Graham’s proposal marks a victory for IAM members, but it would not have been possible without the combined efforts of our allies in the AFL-CIO and progressive groups who understand this is their fight too,” said IAM General Vice President Rich Michalski. “The work of IAM-TCU members and representatives persuaded key senators to vote against the measure.”

While labor’s established political relationships helped turn the tide in the Senate, a similar proposal to gut the NLRB sailed through the Republican-controlled House of Representatives.

The Boeing vs NLRB case, which is still in the earliest stages, is before an administrative law judge in Seattle.

take action:



tap here to tell congress to **VOTE “NO”**
on the “Boeing Pardon Bill” and Protect the National Labor Relations Act
