

IAM

JOURNAL

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**Annual Highlights
2015-2016**





Robert Martinez, Jr.
International President

2015-16 Year in Review

Dear Brothers and Sisters,

Since having the honor of becoming the IAM's 14th International President in January, I've been taking stock of where the IAM is and where our members want us to go.

The message is clear: Organize like our livelihoods depend on it, because they do.

From the low-wage bastions of the South to Uber drivers seeking a fair shake in New York City, the IAM is responding to the calls of thousands of working Americans who want, and deserve, a voice on the job. We're shifting the IAM's resources toward organizing efforts that will make their American Dream a reality, and we won't be intimidated by corporations or politicians who say we can't.

When we organize new members, we gain the resources necessary to better represent our current members. That means more power at the negotiating table, and a better way of life for you and your family.

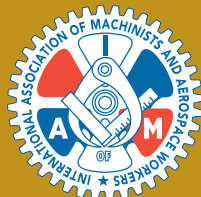
I encourage you to think how you can contribute as you look through this IAM Journal 2015-2016 Year in Review. You'll see what a diverse and dynamic union the IAM has become, the wealth of opportunities our members have to get involved and the challenges we face as the IAM charges into its 128th year of fighting for working families.

In 2015, we organized new workers in new ways, expanded educational opportunities at the Winpisinger Education and Technology Center, took our power in numbers to legislatures across North America, and much more.

We're also looking ahead to a busy 2016 that will include the IAM Grand Lodge Convention in Chicago, where you – the membership – will chart the course of this great union for the next four years. I trust we'll make the necessary decisions to continue our commitment to fighting for every IAM member, while also expanding our organization for the benefit of all of us.

As one of the largest industrial trade unions in North America, the IAM has worldwide influence. To stay that way, all of us need to be engaged. When we realize we all have the ability to grow this great union, there's nothing we can't accomplish.

Bob



IAM JOURNAL

INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS, AFL-CIO, CLC

Robert Martinez, Jr.
International President

Dora Cervantes
General Secretary-Treasurer

General Vice Presidents

Dave Ritchie • Lynn D. Tucker, Jr. • Philip J. Gruber •
Gary R. Allen • Sito Pantoja • Mark A. Blondin • Diane Babineaux •
James Conigliaro • Rickey Wallace

The IAM Journal (ISSN 1083-0413) is published by the International Association of Machinists and Aerospace Workers, 9000 Machinists Place, Upper Marlboro, MD 20772. Phone: 301-967-4520 Fax: 301-967-4586. Printed by Kelly Press, 1071 Cabin Branch Road, Cheverly, MD 20785.

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About 225 hourly workers at Cadence Aerospace-Giddens in Everett, WA voted to join IAM District 751 in May 2015. The employees produce precision machined aerospace components, subassemblies, kits and sheet-metal forming.

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PHOTO CREDIT: Bill Burke, Page One Photography

A Tradition of Democracy



International President Bob Martinez addresses staff and guests after being sworn-in as the IAM's 14th International President.

Kaveh Sardari / Page One

Bob Martinez, *International President*

Robert Martinez, Jr., was sworn in as the IAM's 14th International President on January 4, 2016. A Texas native, he served in the U.S. Navy before joining the IAM in 1980. Martinez initiated into IAM Local 776A after being hired as an aircraft assembler at Lockheed Martin Aeronautics in Fort Worth, TX.

Rising through the ranks, Martinez

held numerous positions at the local and district level before assuming the office of Southern Territory Vice President in July 2003. Martinez serves as an AFL-CIO Executive Council Member, Trustee of the IAM National Pension Fund and is Vice President on the National Executive Board of the Labor Council for Latin American Advancement (LCLAA).

Dora Cervantes, General Secretary-Treasurer



Bill Burke / Page One

Dora Cervantes became the IAM's 12th General Secretary-Treasurer on August 1, 2015. She is the first woman to serve as the IAM's top financial officer. Cervantes initiated into IAM Local 2198 in Houston in 1989, as a Reservations Agent for Southwest Airlines.

She served in many capacities for her local and district, eventually being appointed to the Grand Lodge staff in the Transportation Department in 2005.

Cervantes joined the IAM Executive Council on July 1, 2013, as the first Hispanic woman to serve as a General Vice President.

Cervantes serves as a National Board Member on the Labor Council for Latin American Advancement (LCLAA) and is an active member of the Coalition of Labor Union Women.

General Vice Presidents



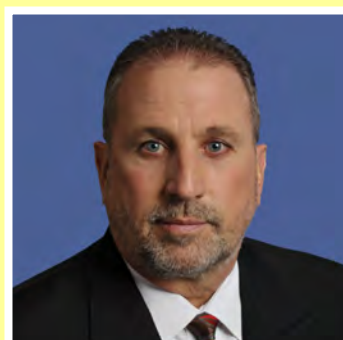
CANADA

Dave Ritchie is a 42-year IAM member from Toronto Local 1755 where he worked as an electric meter repairman at Sangamo Electric. He has served as General Vice President since 1997 and is based in Toronto.



EASTERN

Lynn D. Tucker, Jr., is a 40-year IAM member from Fulton, NY Local 2587 where he worked for the Miller Brewing Co. He has served as General Vice President since 2003 and is based in Cincinnati.



MIDWEST

Philip J. Gruber is a 44-year IAM member from St. Louis Local 688 where he became a journeyman tool and die maker. He has served as General Vice President since 2006 and is based in Chicago.

IAM Executive Council

General Vice Presidents



WESTERN

Gary D. Allen is a 37-year IAM member from Albuquerque, NM Local 794 where he worked at a General Electric aircraft engine plant. He has served as General Vice President since 2009 and is based in Folsom, CA.



TRANSPORTATION

Sito Pantoja is a 39-year IAM member from Jamaica, NY Local 1056 where he worked as an aircraft and power plant mechanic at TWA. He has served as General Vice President since 2012 and is based in the IAM Headquarters at Upper Marlboro, MD.



SOUTHERN

Mark Blondin is a 38-year IAM member from Renton, WA Local 751C where he worked as a toolmaker at Boeing. He has served as a General Vice President since 2012 and is based in Fort Worth, TX.

Leadership from the Ranks

Charged with the duties of protecting and empowering a diverse membership, the IAM Executive Council focuses on current issues facing the union and challenges to the labor movement as a whole. This important responsibility demands that the union's top leadership not only understand the changing workplace, but reflect it as well.

The diversity of today's Executive Council is the direct result of the IAM's tradition of democracy. The Machinists Union is one of only a few trade unions in North America where rank-

and-file members are able to both nominate and directly vote on candidates for the union's top offices. The Executive Council is comprised of the International President, the General Secretary-Treasurer and nine General Vice Presidents. Leadership at territorial, district and local lodge levels are elected or assigned throughout North America to provide assistance and guidance to the membership. Negotiating contracts, processing grievances and organizing new members are but a few of the many duties performed by IAM leadership at every level.



HEADQUARTERS

Diane Babineaux is a 43-year member from Washington, DC where she worked as part of the union's office staff. She has served as General Vice President since 2013 and is based at IAM Headquarters in Upper Marlboro, MD.



HEADQUARTERS

James Conigliaro is a 39-year IAM member from Brooklyn, NY Local 447 where he worked as a maintenance mechanic for United Parcel Service. He has served as General Vice President since 2015 and is based at IAM Headquarters in Upper Marlboro, MD.



HEADQUARTERS

Rickey Wallace is a 35-year IAM member from Clarksville, TN Local 1296 where he worked as an assembler for the Trane Co. He has served as a General Vice President since 2016 and is based at IAM Headquarters in Upper Marlboro, MD.



NATIONAL PRESIDENT TCU/IAM

Robert Scardelletti is a 48-year TCU member from Cleveland, OH Local 725 where he worked as a railroad yard clerk. He has served as TCU/IAM President since 1991 and is based at TCU/IAM Headquarters in Rockville, MD.

“ The diversity of today’s Executive Council is the direct result of the IAM’s tradition of democracy.”

“ The Machinists Union is one of only a few trade unions in North America where rank-and-file members are able to both nominate and directly vote on candidates for the union’s top offices.”

ORGANIZING

Better Pay & Benefit



Aerospace production workers at Cadence Aerospace - Giddens in Everett, WA voted in the IAM for better pay, benefits and job security.

As the dynamics of our country continue to change, so does the demographics of the labor workforce. The IAM is adapting to those changes by shifting resources to organizing. Strength in numbers has never been more evident than it is today, and growing the ranks of the IAM serves as benefit to all our members. The IAM is laser-focused on organizing the South, in places such as Boeing in Charleston, SC, Airbus in Mobile, AL and service contract groups on military bases from Florida to Texas.

By welcoming workers from occupations new to organized labor such as Uber drivers,

“New organizing challenges require new methods to bring in new members.”

Bob Martinez, Jr.
IAM International President

paralegals and pharmaceutical workers at CVS, the IAM will bring representation to all those looking for justice, including low-wage earners who deserve the same respect on the job as everyone else.

The working environment and conditions in our country have been diminishing for some time. It is up to the labor movement to turn it around, and the IAM is leading that charge.





Following a Strategic Plan

Without the combined efforts by IAM Headquarters, Eastern Territory and NFFE-IAM staff and organizers, new members at Letterkenny Army Depot in Chambersburg, PA would not see the benefits of IAM representation. The IAM's depth-of-experience in the Service Contract arena was vital in this organizing success.

Success Breeds Success

Following a winning effort to bring IAM representation to 120 Swissport fueling agents at Phoenix Sky Harbor Airport, work began almost immediately to organize the company's fueling agents at other airports across the country.



A Part of the Community: In North Charleston, SC, the IAM is running a multi-faceted campaign to organize Boeing workers. In addition to developing and cultivating an in-plant team, the union has run a wide-reaching media and community awareness campaign.



Hillary Clinton fires up IAM members and other supporters at an October 2015 rally in Alexandria, VA.

Clinton is IAM's Pick for President

IAM members have been the boots-on-the ground behind some of the most transformative political elections in history.

It's why an endorsement from the Machinists means so much. When IAM members vote, they bring friends, family and union brothers and sisters.

In 2016, IAM members will be at the forefront of another extremely important election. For all working people, each election seems to be more important than the next – the opposition louder, the stakes higher.

So when IAM members looked at the slate of candidates – from both parties

– competing for their votes, it was important to them to find someone who would represent the diverse interests of Machinists Union members. The IAM needs a fighter in Washington who will defend their right to a voice on the job with the passion a Machinist would.

That candidate is Hillary Clinton.

The former secretary of state and U.S. senator from New York won the IAM's endorsement after a unanimous vote from union leaders and an internal member survey revealing Clinton, an honorary IAM Sister, as the overwhelming favorite.

Then-International

President Tom Buffenbarger said the time was right to become the first major industrial union to endorse Clinton.

"The IAM will not sit on the sidelines while this fight is so clearly underway," said Buffenbarger. "Hillary Clinton has been a strong supporter of this union for years and she is now the target of unprecedented attacks, financed on a scale never seen before. The time to help is when help is needed most, and we intend to do just that."

More than 20 unions followed suit and endorsed Clinton, helping her win crucial victories in early pri-

mary states. Clinton has become the overwhelming choice for labor because she is a proven and trusted advocate for working Americans, says IAM Legislative Director Hasan Solomon.

"In the industries the IAM represents—from defense and aerospace to manufacturing and transportation and more—Hillary Clinton is squarely on our side," said Solomon. "Our members can vote with their pocketbooks and know they're supporting the right candidate in Hillary Clinton."

Before being endorsed by the IAM in August 2015, Clinton demonstrated that she understood a new day must come for American workers, who have seen their wealth shrink while corporate profits soar.

"American workers are the hardest working, most productive workers in the world," said Clinton. "It's time your hard work paid off by realizing the benefits of the profits you have helped to produce."

Clinton has distinguished herself from the presidential field by being the only candidate to offer a proposal to increase domestic manufacturing by rewarding companies who keep jobs here and getting

Former Secretary of State Hillary Clinton receives a rousing round of applause from delegates at the 2015 IAM Staff Conference in New York. The IAM was the first major industrial union to endorse Clinton.

“We are going to get new laws to make sure your organizing and collective bargaining are respected again.”

Hillary Clinton
Presidential Candidate

tough on currency manipulation. She supports the U.S. Export-Import Bank, which provides loans necessary to sell many IAM-built aircraft and other products to foreign buyers. Clinton favors repealing an upcoming excise tax on health care benefits that would affect many IAM members. She's also the only presidential candidate to publicly support North Charleston, SC Boeing workers seeking IAM representation.

Clinton has pledged to protect the right to collectively bargain, preserve So-

cial Security and pensions, work toward paid leave and a raise in the minimum wage, rebuild American infrastructure and reignite the push to pass the Employee Free Choice Act. Clinton has promised the IAM and the labor movement a seat at the table for all decisions affecting U.S. workers, including trade.

"We're going to start making sure that we have the government, the Labor Department and the [National Labor Relations Board] enforcing the laws," Clinton said amidst a rousing round of applause. "We're going to get new laws to make sure your organizing and collective bargaining are respected again."

For Maria Cordone, a former IAM Retirees Director who now volunteers for the Clinton campaign, the choice is clear: "Hillary Clinton is a genuine, caring candidate. She's who this country needs – right here, right now."



IAM Members Bring People's Power to Capitol Hill



The annual IAM Legislative Conference attracts hundreds of IAM political activists to Washington, DC, for a week of lobbying.

IAM members routinely visit Washington, DC in numbers, but usually not to sightsee.

They're not suited lobbyists or raking in the big bucks to do the bidding of Corporate America. They're the worst nightmare of many on Capitol Hill – working Americans who demand Washington work for them.

For the past several years, the biggest legislative challenge facing IAM members – and working people everywhere – has been to stop the job-killing Trans-Pacific Partnership, or TPP. “We call it NAFTA on steroids,” says IAM Legislative Director Hasan Solomon.

The TPP, a 12-nation

trade deal that includes the U.S., Canada and notorious labor rights violators such as Vietnam and Brunei, threatens to hollow out what previous misguided trade deals have left of American manufacturing.

The TPP would sink wage floors even lower, implement corporate courts to win cash settlements for global businesses and raise a host of concerns over food, environmental and pharmaceutical standards.

It does all of this while failing to address currency manipulation, which has already caused hundreds of U.S. factories to close and millions of workers to lose their jobs.

The IAM and its allies nearly defeated the so-

called “Fast Track” of the TPP, a dubious measure that limits members of Congress to an up-or-down vote on the pact, but a series of backroom deals pushed Fast Track through. TPP itself isn't law yet, and the IAM will continue to fight against its passage and cut off funding for lawmakers who vote for TPP.

But the IAM also fights for legislation. IAM members stormed Capitol Hill on multiple occasions to win the reauthorization of the U.S. Export-Import Bank, an independent federal lending agency that helps foreign buyers purchase U.S. exports, such as IAM member-built aircraft.

IAM Flight Attendants are in the midst of a legis-

IAM Local 1998 member Roxan Bradley-Taylor meets with U.S. Rep. Mark Takai (D-HI) on Stop Fast Track Lobby Day in Washington, DC. Bradley-Taylor's mother lost her job in the 1970s when her job at General Electric moved to Mexico.



lative push – dubbed “Fight for 10” – to win adequate rest after a full day on the job. Customer Service Agents are coming together to make all airport assaults felonies.

“I get a great feeling of unity and strength when I see all of us together on Capitol Hill in our Fight for 10,” said Cori Horowitz, a Chicago-based ExpressJet Flight Attendant and president of IAM Local 2339.

The IAM also stood up for retirement security – re-

jecting cuts to Social Security, Medicare and Medicaid and working to reverse a new law allowing pension cuts for current retirees. IAM members advocated for responsible defense funding and an end to draconian sequestration cuts.

They’ve walked the halls of Congress to rally against an upcoming health insurance tax hike that would hand off costs of the Affordable Care Act to middle-class Americans. IAM members

have been front-and-center in numerous right to work (for less) battles.

Across the country, IAM members are working toward a new, fairer economy – a higher minimum wage, paid family leave and increased workers’ rights. Some, like Eastern Territory Grand Lodge Representative Jim Smith, have taken matters into their own hands. Smith was recently elected to his seventh term as mayor of South Lebanon, OH.



IAM General Vice President James Conigliaro speaks at a rally supporting the Keep Our Pension Promises Act, which would repeal a new law allowing pension funds to cut benefits for current retirees.

2015 Year in Review



Women and Young Workers Chart Path Ahead

More than 450 IAM activists came together in San Juan, PR for the 2015 IAM Women's, Young Workers and Human Rights Conference, dubbed #IAM-Right15 on social media. The IAM is now more diverse than ever and members from across the country attended the conference to better understand the issues we face and share ideas on how to address them.





Training for the Future - Local 701 Apprenticeship Program

IAM Local 701, in Carol Stream, IL, has an apprenticeship program open to current technicians, high school graduates/GED certificate holders, veterans and others seeking a career in automotive industry. Their training center is a state-of-the-art shop with two vehicle lifts, classrooms, simulators and workbenches with various automotive component elements. Apprentices learn and work in a solid union environment which is attached to IAM Local 701's union hall.



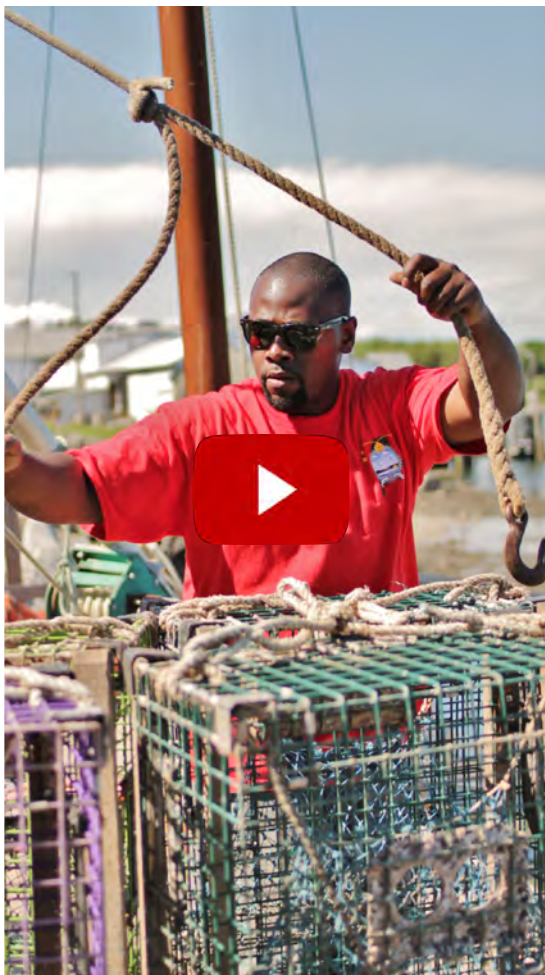
Young Machinists Inspire Change at NextUp Young Worker Summit

More than 1,000 young workers descended on Chicago for an AFL-CIO conference dedicated to shaping the future of the labor movement. They attended workshops on organizing power, listened to some of labor's past, present and future leaders and took part in actions in support of Chicago-area workers. "Young people are tired of waiting for change and are prepared to go out and be the element of change," said IAM General Vice President Diane Babineaux.

2015 Year in Review

IAM Flight Attendants Rally for Fair Pay

Outside the busiest terminals at Washington National Airport, the calls rang out: “No Justice! No Peace!” IAM Flight Attendants and Cabin Crew from regional airlines were picketing against a corporate race to the bottom with less pay and fewer benefits than their mainline colleagues. “We want to bring to the forefront how regional Flight Attendants are being forced into a ‘race to the bottom’ situation by companies who are competing to be the lowest bidder for business from the three major airlines,” said IAM Special Representative Sara Gonzales.



IAM Maine Lobstering Union Taking Charge of Their Future

Since affiliating with the IAM in 2013, the IAM Maine Lobstering Union (IMLU) has been a strong force in Maine's legislature. They successfully lobbied in Augusta to defeat a bill that would have allowed possession of lobsters caught by commercial dragging and passed a law allowing active military servicemen and women to maintain their lobster licenses while serving their country.

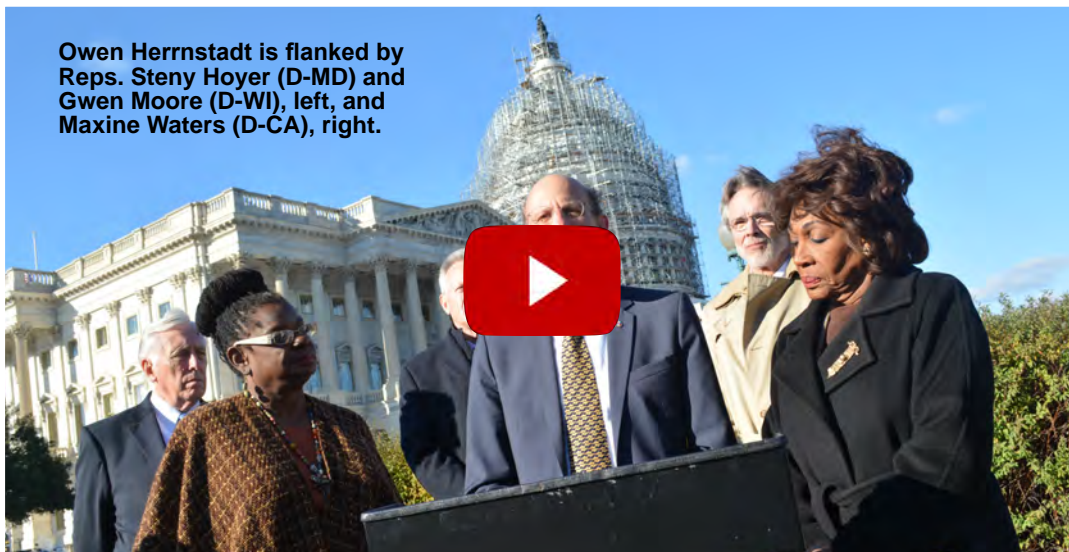
In 2014, IMLU members helped get one of their own, Robert Alley, elected to the Maine House of Representatives. In 2016, his cousin and IMLU Local 207 President Rock Alley is running for a seat in the Maine State Senate.



Longtime Activist Honored by Connecticut Machinists

IAM Local 700 member Clarence Gaskins is honored with the Lifetime of Service to Working Families award. Connecticut State Council of Machinists President John Harry calls Gaskins "far and away the best organizer in the state, with records that will never be topped." (From left, Connecticut Gov. Dan Malloy, Gaskins and Harry.)

2015 Year in Review



Owen Herrnstadt is flanked by Reps. Steny Hoyer (D-MD) and Gwen Moore (D-WI), left, and Maxine Waters (D-CA), right.

IAM, Common Sense Prevail in Export-Import Bank Fight

U.S. Workers and the IAM score a victory when a bill to reauthorize the U.S. Export-Import (Ex-Im) Bank passed both houses of Congress and was signed into law by President Obama. Thousands of American jobs were in jeopardy because of the inaction of Congress to reauthorize the bank. Members from across the country contacted their representatives in support of the reauthorization. IAM Chief of Staff and Director of Trade and Globalization Owen Herrnstadt lauded a bipartisan bill reauthorizing the Ex-Im Bank during a news conference on Capitol Hill.

IAM Salutes Fallen Members on Workers' Memorial Day

Each year, the labor movement sets aside April 28 as Workers' Memorial Day to honor the thousands of workers killed, injured or sickened on the job each year. It is also a day to resolve to take action to ensure workers everywhere are as free as possible from workplace hazards. The IAM has its own Workers' Memorial on the grounds of the William W. Winpisinger Education and Technology Center in Southern Maryland.



Pelletier Makes Labor History

IAM Local 700 member and Connecticut AFL-CIO Executive Secretary-Treasurer Lori Pelletier (right) is elected to the AFL-CIO Executive Council. Pelletier is also the national co-President of Pride at Work, a national AFL-CIO constituency group representing lesbian, gay, bisexual and transgender union members. Pelletier was the first openly gay woman to lead a state labor federation in the U.S. "The labor movement is at a critical juncture and I look forward to participating with national union leaders from across the country," said Pelletier.



2015 Year in Review



IAM Member Elected in Canada

Calgary Local 1681 member Jamie Kleinsteuber, center, won a seat in Alberta's Legislative Assembly as a part of the New Democrat Party's "Orange Wave." The NDP landslide victory in the province swept the Conservatives from power.





IAM Transportation Conference: This is Our Time

At a time when corporations are taking in billions, the largest-ever IAM Transportation Conference inspired delegates to shake things up in the air and rail industries. The theme, "This is Our Time," resonated throughout the meetings. More than 600 delegates, including those from the Transportation Communications Union (TCU) and Canada, gathered in Hollywood, FL to kick off the conference.



Wisconsin Workers Fight Right-to-Work Power Grab

IAM members joined thousands of labor activists and concerned citizens to protest the GOP state legislature's pursuit of a so-called right-to-work law in Wisconsin, which forces unions to represent workers who don't pay their fair share for representation. The legislature joined its anti-union governor, Scott Walker, in passing right to work against the will of Wisconsin citizens. "Organized labor is the final frontier when it comes to defending the rights of workers," IAM Midwest Territory General Vice President Phil Gruber proclaimed on the steps of the Wisconsin State Capitol in Madison.

2015 Year in Review



Machinists Celebrate 125th Anniversary of IAM in Canada

It was on June 27, 1890 that Canadian Machinists formed Local Lodge 103 in the City of Stratford, Ontario. Like their brothers in Atlanta, just two years earlier, it was railway workers that brought our union to Canada. A railroad bell was dedicated and the local's first meeting minutes book on loan from the Stratford-Perth Museum was on display at the historic event. Former-International President Tom Buffenbarger and Canada's General Vice President Dave Ritchie were on hand at the white-glove affair.





Amarillo Nuclear Workers End Strike, Ratify Improved Contract

Nearly 1,200 Metal Trades Council workers, including 550 IAM members return to the job after ratifying a contract that returned everyone to work after a 39-day work stoppage. The contract improves medical coverage and short-term disability benefits while maintaining a defined benefit pension plan for current employees.



Remembering 9/11

IAM Headquarters marked the 14th anniversary of the 9/11 attacks with a ceremony and moment of silence. The IAM lost three of its own on that fateful day – United Airlines Customer employees and IAM members Marianne McFarland and Jesus Sanchez were on-board United Flight 175 and New York City Firefighter Keith Maynard lost his life in the World Trade Center. "Today is a day to remember our fallen heroes and reflect," said IAM Transportation General Vice President Sito Pantoja. "It is also a day to recognize the resilience of the hundreds of thousands of Fighting Machinists who answer the call every single day to make our nation better, safer and stronger."

Tom Buffenbarger

A Journeyman's Journey



Bill Burke / Page One Photography

From his beginnings as a shop steward at General Electric in Evendale, OH, Tom Buffenbarger has dedicated his life to leading the IAM out of the 20th Century and well into the 21st. The experience has been both challenging and fulfilling. He credits his success to the members he has been fortunate to serve.



Former IAM Presidents Bill Winpisinger (middle) and George Kourpias (right) were with Buffenbarger when he took office, as the IAM's 13th International President in 1997. He became the union's youngest international president and he already possessed a quarter century of leadership background.

That maturity of experience proved invaluable as he led the union through more than 18 years of unprecedented political, negotiating and societal changes.

Early in his presidency, as Harley Davidson faced total collapse, Buffenbarger was key to restructuring the company and saving thousands of members' jobs.

In an ongoing effort to increase public awareness about detrimental plans of the World Trade Organization, and anti-worker trade deals, Buffenbarger led more than a thousand IAM members in protest during the organization's meetings in Seattle.

His participation in a live radio broadcast carried the union's message throughout the Northwest.



Buffenbarger's numerous visits and testimonials on Capitol Hill were consistent in message, incisive and respected.

His collaborative efforts on behalf of IAM members at Boeing helped secure a \$35 billion contract that kept Air Force tanker production in the U.S.

With a keen understanding that the workforce is constantly changing, Buffenbarger emphasized diversity in IAM leadership at every level. His emphasis on organizing, essential to the survival of the IAM and attaining the social and economic justice for which it strives, has been a focus woven throughout Buffenbarger's tenure.



Amid the challenges faced as IAM International President, Buffenbarger guided the union to numerous notable achievements. When Boeing shed its operations in Wichita, KS and Spirit AeroSystems took over, it required creativity and far-sightedness to maintain IAM contracts and keep IAM jobs with the new employer.

As the international union's chief executive, Buffenbarger sat, eye-to-eye, opposite corporate labor specialists in dozens of negotiations across North America.



Growth Through Change

Celebrating 35 Years at the Winpisinger Education and Technology Center



As the William W. Winpisinger Center celebrates its 35th Anniversary in 2016, the focus for all those involved at the school is growth, improvement and meeting the changing needs of the membership.

Banner Year for Negotiation Prep

Nearly 300 members attended 39 sessions of the Negotiation Prep program in 2015, the highest participation since its inception.

The Winpisinger Center is getting more requests than ever for the program,

which is custom tailored to each group, making the class specific to their industry, locality and membership. The class has proven especially helpful for newly organized locals entering their first negotiations in getting their first contract.





When the National Labor College closed its doors in 2014, the IAM stepped in to provide quality labor education.

IAM, Empire State College Launch Partnership

With the first residency of the IAM/ Empire State College Partnership Program commencing September 2015, the dream of bringing a quality, affordable and achievable higher education to IAM members has officially come to fruition.

There has since been another port-of-entry residency and one general education week, where every student enrolled in the first port-of-entry returned for the next

semester. The 100 percent return rate is a direct reflection of the hard work and dedication Education Representative Rhonda Rogers, liaison for the program, has put into its success.

June 2016 will usher in a new era when students will travel to the Winpisinger Center for the first ever port-of-entry week associated with a Master's Degree program.

Broad Expansion of Spanish Classes

In an effort to broaden the skills of the IAM's Spanish-speaking members, Winpisinger Education and Technology Center is expanding the number and types of classes being offered in Spanish.

In 2015, 111 members attended Spanish programs, including a pilot Organizing Program. 2016 will see the pilot for Train-the-Trainer and Collective Bargaining, both of which will greatly benefit our members. Director Chris Wagoner hopes to soon be able to offer all programs in Spanish.



A More Technical Approach to Collective Bargaining

Following a multi-year process, the Machinist Collective Bargaining Program (MCBP) has come to fruition. After countless hours of work from Strategic Resources Director Neil Gladstein, the Strategic Resources

staff and the Information Systems Department, the program is now up and running as part of the negotiation programs.

The MCBP is one of the most advanced programs ever created and gives our bargaining committees a distinct advantage in contract proposals.



IAM, TCU, Rail Labor Coalition Reach Deal with New Jersey Transit

After working nearly five years past the expiration date of their previous contract, New Jersey Transit workers finally got a new agreement.

The IAM and TCU, part of a coalition of 13 unions representing more than 4,000 workers at New Jersey Transit (NJT), reached a tentative agreement with the commuter rail carrier just over 24 hours before the workers were set to strike. The strike would have been the first work stoppage at NJT in 33 years, shutting down the nation's third-largest commuter railroad.

"I am very pleased to see an agreement reached without our members having to strike," said IAM International President Bob Martinez. "Reaching a deal always works better for everyone. Our members and the workers at NJT can finally get a contract they deserve."

"A strike was always the last option for

New Jersey Transit workers, who have waited almost five years for a fair contract," said IAM Transportation General Vice President Sito Pantoja. "I'd like to thank the membership of the IAM and TCU, and the entire Union Coalition, for their dogged determination and solidarity."

The agreement follows two separate Presidential Emergency Boards (PEB's) appointed by President Obama to make non-binding recommendations to settle the outstanding contract dispute between NJT and the coalition of all the unions, including Transportation Communications Union Carmen, Clerks and Supervisors.

The PEB's found the unions' proposals reasonable, however NJT rejected the recommendations as too costly, and negotiations remained at an impasse.

The tentative agreement is subject to a membership ratification vote.

With Help from TCU-IAM, Long Island Railroad Workers Win Back No-Frills Lifetime

For several decades, Long Island Rail Road (LIRR) had a standing practice of issuing LIRR employees lifetime rail passes upon retirement.

But in 2013, LIRR unilaterally issued a new policy requiring retirees and their spouses to not only renew their rail passes within six months, but also renew it every two years thereafter. TCU-IAM retirees and their spouses were subject to the costs and inconveniences necessary to renew the pass that had been an assured lifetime benefit at the time of their retirement or they would lose the benefit altogether.

All LIRR employees, including management and various union crafts, were affected by the new policy, but TCU-IAM was the only union to file a claim on behalf of all of its members against LIRR to protect retiree rights. An uphill battle to establish past practice was endured from the initial filing of the claim.

Ultimately the case was brought before an arbitration board and was presented by TCU-IAM National Vice President Arthur Maratea, with assistance from National Representative William DeCarlo, Division Chairman James Figueroa and the TCU-IAM Industry Relations Department staff.

The resulting arbitration

award, issued December 4, 2015, held that an existing agreement defined the past practice of providing a lifetime pass and that the pass must be made available to all claimants who retired before the carrier's policy was implemented in 2013. The award mandated that LIRR must provide those retirees and their spouses with a transportation pass that is not subject to renewal.

More than 2,000 TCU-IAM retirees and their spouses will now have this lifetime benefit restored.



Keeping the Dream Alive

IAM members around the U.S. and Canada carry on Martin Luther King, Jr.'s message of equality and love, not only on the observance of the holiday but throughout the year.



Fighting for All Workers' Rights

A group of IAM members spent a week at the AFL-CIO "We Rise!" immigration summit in Washington, DC developing skills to better interact with immigrants, especially those in search of strong union representation.

From left: alixto Tapia, IAM District 725 Organizer; Joe Solis, IAM Special Representative; Diane Babineaux, IAM General Vice President; Alfredo Silva, IAM District 160 Organizer; Steve Cooper, IAM Grand Lodge Representative; and Monica Silbas, IAM Legislative Representative.

Bringing the Dream to Delta Airlines

Atlanta-based Delta Flight Attendant Spencer Hayes, right, brought the crowd to its feet at the AFL-CIO's 2015 MLK Civil and Human Rights Conference in Atlanta as he passionately spoke about the Delta Flight Attendants' historic movement to attain collective bargaining rights.

Over 500 delegates traveled to the IAM's birthplace of Atlanta to honor Dr. King's tireless civil rights advocacy. IAM members who attended the conference also volunteered in the community by helping repaint the Southern Christian Leadership Conference Women's Center, while TCU-IAM Job Corps students helped clear a field at DeKalb Memorial Park.





General Vice Presidents Mark Blondin and Diane Babineaux, second and third from right, respectively, march with over 200 IAM members and thousands of others at the 50th anniversary of the Selma-to-Montgomery march.

Machinists March to Honor Civil Rights

Fifty years after Bloody Sunday, hundreds of IAM members and their families joined thousands attending the 50th anniversary commemoration of the Selma-to-Montgomery march. More than 60,000 marchers turned out to remember the sacrifice of those who risked their lives to end Jim

Crow-era policies preventing millions of African Americans from voting.

“It’s an awe-inspiring experience to be amongst the civil rights icons who risked their lives to march across this bridge 50 years ago. They did it for us, and we’re here to recognize that sacrifice,” said IAM General Vice President Diane Babineaux.

Flight Attendants Walk for AIDS Awardness

IAM Local 2339 in Newark continued its annual participation in AIDS Walk New York, raising a total of \$1,765. Members, family and friends took part in the walk, which is the largest single-day AIDS fundraising event in the world.



2016 Grand Lodge Convention

Mapping Our Future

Each IAM local lodge received an official call in February 2016 that explains the nomination and voting processes for Grand Lodge convention delegates and alternates. The number of delegates assigned from each local lodge depends on the size of its membership.

In September, the elected member-delegates will meet to debate and vote on important resolutions and amendments to the IAM Constitution that have been proposed by local lodges and the Executive Council. Because the Constitution stipulates convening a quadrennial convention, delegates will set the IAM's path for the next four years. The agenda will include other union business and activities including remarks from labor and political leaders from across North America and around the world.

The 39th IAM Grand Lodge Convention is even more compelling because it will take place in one of the world's great cities, Chicago. With its bustling retail district and vibrant nightlife, the downtown area offers delegates an opportunity to enjoy all the nation's third-largest city has to offer. As the convention host, the IAM Midwest Territory is plan-

ning activities and events outside of convention hours to make the week a great experience.

Chicago's historic labor struggles place the city in the forefront of modern unionism and many consider it the birthplace of the American labor movement. From the Haymarket Square incidents of 1886, to the Memorial Day Massacre of 1937, workers gave their lives in the fight for an eight-hour day and better wages and working conditions. This heritage makes a natural backdrop for today's diverse labor movement and site of the IAM's Convention.

In addition to working alongside members from every job sector and geographic region of the IAM, returning and first-time delegates will have the opportunity to meet, interact and govern with the Grand Lodge's new leadership. Together, IAM leaders will assume the responsibility of mapping the future of this great organization and its tradition of democracy. As one of the most progressive and dynamic labor organizations in North America, the IAM will use this gathering of member-delegates to move the union forward together to meet the challenges of the future.







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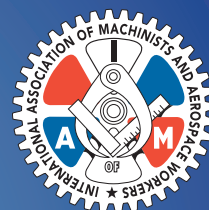
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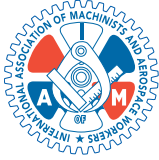
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