

# the Machinist

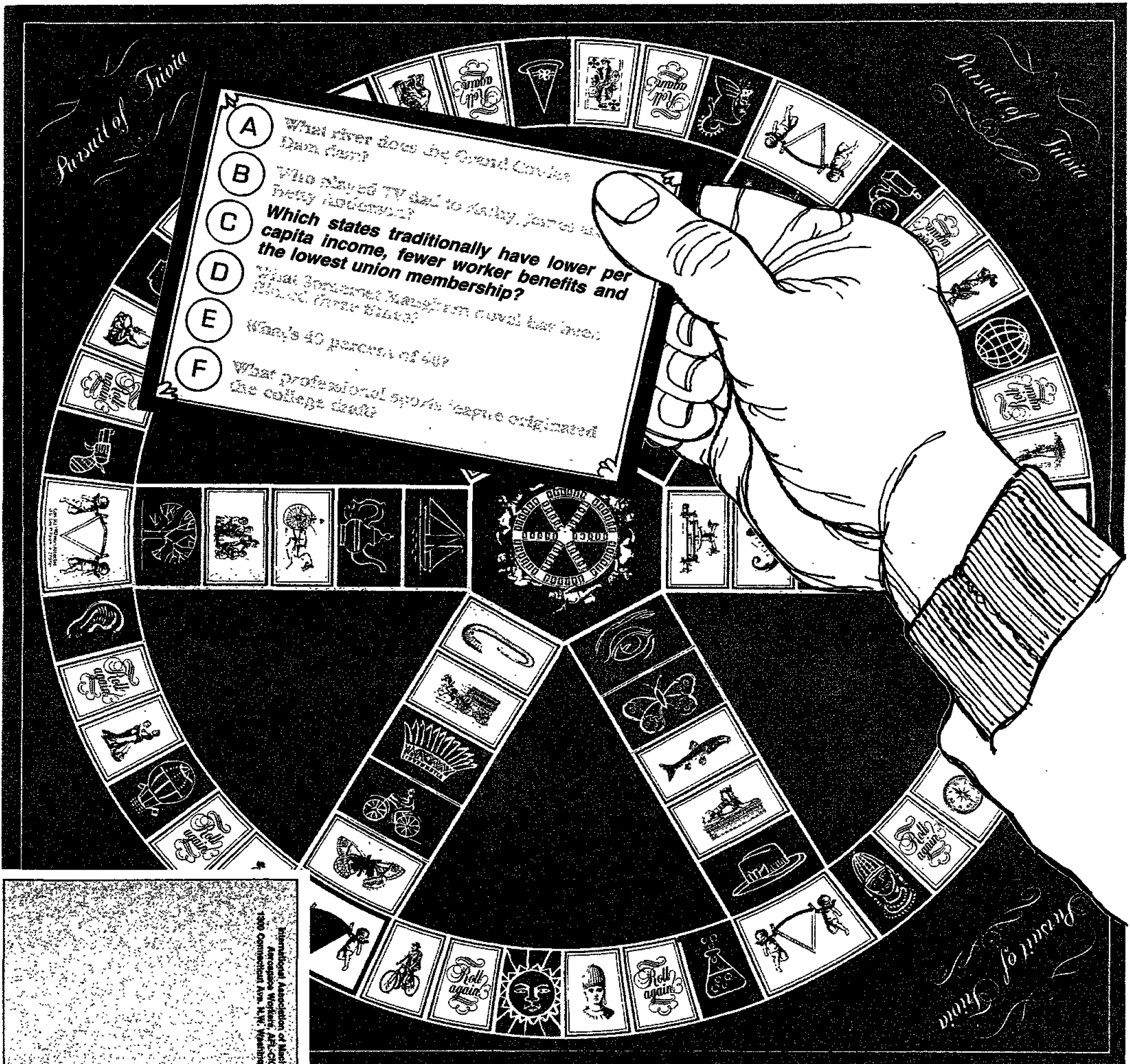
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NUMBER 10



**For the not-so-trivial answer**

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**Revolving door in aerospace**

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**America's famous strikebreaker**

*see page 8*

THE MACHINIST Is Read by More than 3,000,000 in all of the 50 States, Puerto Rico, and Panama

# Revolving door opens way for overpricing

**"The American taxpayer has a right to expect and demand objective and independent evaluations of all government contracts. The revolving door should be closed in order to eliminate a situation that deters us from meeting this expectation."**

U.S. Rep. Barbara Boxer  
Fourth of a series

"Trying to fix responsibility for waste in the Pentagon is like trying to nail Jell-o to the wall," is the way Sen. William Roth, R, DE, describes the scandals of overpricing and other Pentagon abuses.

But if critics are reluctant to single out one single cause of the abuses, most agree that the revolving door concept of doing Pentagon business is high on the list of those causes.

Revolving door is the government practice whereby federal officials, both civilian and military—particularly those in charge of procurement decisions—leave their government jobs and rush through the revolving door into high paid jobs with the very companies whose contracts they awarded, inspected and/or monitored.

As noted in a report by the highly respected Project on Military Procurement, "The problem exists in most government agencies, but it is especially insidious in the Department of Defense because of the amount of money involved (more than \$100 billion per year for procurement) and because of the pressure on military officers (especially) who are put in charge of weapons programs at the end of their careers, to find post-military employment."

Dr. Thomas Amlie, a retired Navy engineer who helped to develop the very successful Sidewinder air-to-air missile, put it this way.

Military officers in charge of procurement, he noted, are vulnerable when a "nice man" from a defense contractor "comes around and offers him a job at \$50 to \$75 thousand per year." If he "stands up and makes a fuss about high cost and poor quality, no nice man will come to see him when he retires," Amlie points out.

What can and does happen under the revolving door policy?

The most recently publicized case involved Ford Aerospace. Ford Aerospace and its subcontractors, who made the DIVAD anti-aircraft gun before Congress cut off funding because of weapons deficiency, then hired eight former Army officers—some with direct connections to the development and testing of DIVAD.

By the Pentagon's own admission, at least 2,200 retired military officers work for companies with large defense contracts.

Nobody really knows how many thousands of retired or otherwise former civilian employees responsible for auditing, examining, checking and buying from military contractors now actually work for the same contractors they bought from or were supposed to regulate.

We could fill the pages of this newspaper with examples of this questionable practice, but space does not permit. So here is but one of the more recent.

General Electric last fall hired James Nelson to become manager of quality control at its Evendale, OH plant.

Nelson retired in June as systems program officer at Wright-Patterson Air Force Base in Dayton, OH. Nelson is credited with playing a key role in 1983 in getting a large share for GE when GE was battling Pratt & Whitney over who would produce engines for Air Force planes.

The list is long, the practice longstanding. From time to time in future issues we will be spotlighting more such examples. And in next month's Aerospace column we will be providing some IAM suggestions on how to stop the waste and cost overruns without sacrificing national defense and security.



**"LET'S HEAR IT FOR THIS AMAZING FEAT—SAWING A CORNER OF A BOX IN HALF"**

## Pentagon contractors stonewall waste charges

Despite mounting concern about Pentagon waste in purchasing weaponry and other goods and services, the aerospace industry appears to be staying an offensive course. The industry's chief spokesperson puts down anybody who is trying to stop the multibillion dollar waste of taxpayers' money.

In the face of a series of articles in THE MACHINIST documenting this pilferage of the U.S. treasury and growing Congressional concern, the industry's answer is to "stonewall" and hope that the scandal will blow over.

Karl G. Harr, president of the Aerospace Industries Association (AIA), publicly stated recently that efforts to reform Pentagon purchasing habits are counterproductive.

Harr told a group of reporters in Washington, DC, that "adding new layers of (cost) control and impeding the procurement process—and slower procurement invariably means more costly production."

Despite reports that as much as \$50 billion of taxpayers' money is wasted annually under the present procurement system, Harr accused the handful of Congressional members and others fighting the waste of "reforming it to death."

The proposals for reform were described by Harr as "micromanagement" which is "for the aerospace industry at best confusing and at times paralyzing."

The MACHINIST series on Pentagon waste has brought cries of foul play from some IAM aerospace employers. THE MACHINIST has learned that some aerospace companies have engaged in a campaign to stir up employees against their International Union by falsely charging that the articles are aimed at members, not the top managements which thwarted these same members during the last round of aerospace negotiations.

The union has received several letters from officers at many IAM-Lockheed loca-

tions including Marietta, GA, Burbank, Palmdale and Sunnyvale, CA, and Charleston, SC.

In his reply to those letters, IAM President William W. Winpisinger recalled that the series in no way reflected adversely on any workers.

"The thrust of the entire series is that these corporations are victimizing their employees to an even greater extent than the general public," Winpisinger replied. "I feel it is incumbent on us, as the trade union that represents (aerospace) employees, to point out to everyone—our members and the general public—that aerospace workers are not the culprits behind price gouging and other financial conspiracies as the corporations have maintained in their public statements. The articles in THE MACHINIST clearly show that aerospace workers are victimized both as citizens (thus as taxpayers) and as scapegoats in the swindle," the letter noted.

Winpisinger also received a critical letter from Roy A. Anderson, chairman of the board at Lockheed, which said in part: "Contrary to the claims in the article, our corporate policies and goals have been, are, and will continue to be to deliver to the customer high quality products and services on schedule at reasonable and competitive cost."

With the exception of these letters from Lockheed locations, the remainder of the correspondence received about the articles commended the IAM.

Joseph A. Simister of Philadelphia, PA, wrote to congratulate the union for the expose and sent some material on defense contractor rip-offs with his letter. Another writer in favor of the articles, Shirley O. Heron of Horseshoe Bend, AR, wrote in part: "And, what can be done about this waste—actually theft?"

THE MACHINIST is hopeful that her question will be answered in future issues.

### the Machinist

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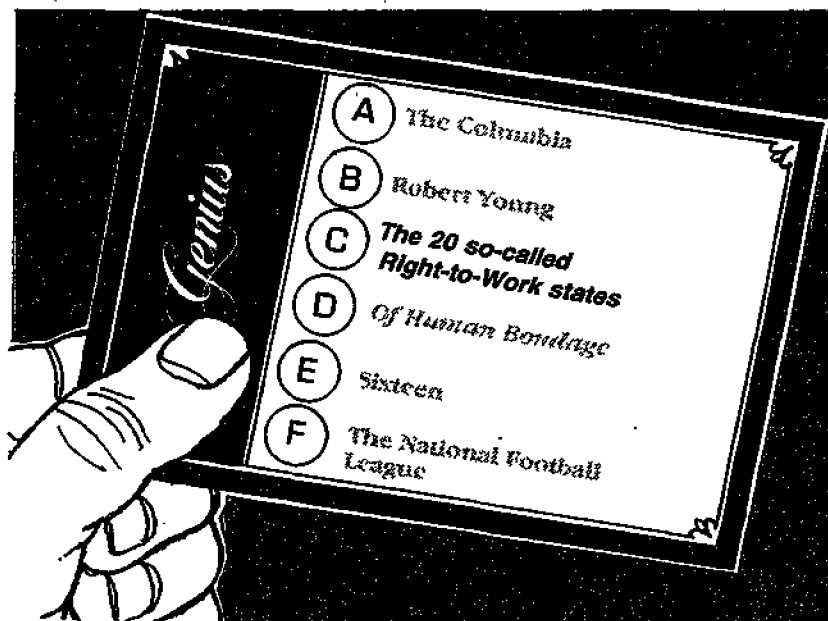
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### Meetings



Missouri State Council will meet Feb. 11-13, Fairdale Inn, Jefferson City, MO.  
IAM Legislative Conference will convene Feb. 25-26, Shoreham Hotel, Washington, DC.  
IUD Legislative Conference will convene Feb. 27-28, Shoreham Hotel, Washington, DC.



Working men and women, and their families, are paying a hefty price for so-called "right-to-work" legislation enacted by 20 states since 1947. Idaho may soon join that roll of dishonor.

The regressive legislation is reflected in lower wages, fewer benefits, substandard schools and other standards necessary for social justice and economic dignity.

Per capita income in those RTW states (see listing below) averages a modest \$10,708. In states where free, collective bargaining is encouraged, that figure rises to \$12,186—an additional \$1,478.

That difference is even more startling when comparing worker wages in the manufacturing sector. In RTW states, manufacturing workers earn \$322.99. Workers in non-RTW states average \$367.44—a difference of \$44.45 a week and a staggering \$2,155.40 a year.

Again, major differences are reflected in jobless benefits in the two areas. Mississippi, a RTW state, pays a maximum weekly benefit of only \$115. Illinois, a heavily unionized state, pays \$209. Michigan pays \$197; Arizona, a right-to-work (for less) state, pays \$115.

A more tragic difference turns up in per pupil expenditures for public schools, a key statistic in measuring the quality of education. The RTW states spend an average \$2,209 per year for each pupil. States which encourage union-shop agreements spend an average \$2,472. Only one RTW state is at or above the national average, \$2,473, in that crucial area, compared to 19 states which encourage free, collective bargaining.

President Harry S Truman vetoed the federal right-to-work legislation (the Taft-Hartley Act) when it was passed in 1947. His veto was over-ridden by the reactionary Republican majorities in the House and Senate. The legislation forbids union-shop provisions, even if employers and worker organizations agree such provisions are crucial to improved labor relationships.

Such RTW agreements are endorsed by much of Corporate America as a means of weakening collective bargaining and making it easier to hold down worker wages.

Right-to-work advocates believe they have the votes necessary to pass a bill in Idaho's Republican-controlled legislature and to overcome the expected veto by Democratic Gov. John Evans.

**Alabama**—When this state passed a "right-to-work" law in 1953, it was \$658 below the national average in per capita income. By 1983, it was \$2,443 below—a loss of \$1,785.

**Arizona**—Passed a RTW law in 1947. The figures are not available for this year, but in 1948 the state was \$109 below the national average. By 1983, it was \$1,029 below—a loss of \$920.

**Arkansas**—In 1948 was \$541 below the national average. The RTW law was passed in 1947 for which figures are not available. By 1983, Arkansas was \$2,718 below the national average—a loss of \$2,177.

**Florida**—Enacted a RTW law in 1944. In 1983, its per capita income was \$92 below the national average. Florida has gained \$140 from its 1948 standing of \$232 below the national average.

## Empty slogan costly to workers

# Right-to-Work ripoff

**Georgia**—In 1948 was \$442 behind the national average and in 1983, \$1,306 below—a loss of \$864.

**Iowa**—In 1948 was \$213 above the national average. This state's per capita income then fell below the national average, and has been below in most years since. In 1983, it was \$980 below—a loss of \$1,193.

**Kansas**—Passed its RTW law in 1958. At that time it was \$6 below the national average, and remained below until 1972. By 1983, this state increased its per capita to \$12,247 which is \$562 above the national average.

**Louisiana**—This state was \$1,012 below the national average in 1976 when it passed its RTW law. In 1983, it was \$1,415 below—a loss of \$403.

**Mississippi**—Passed the law in 1954 and was \$866 below the national average at that time. In 1983, it was \$3,587 below—a loss of \$2,721.

**Nebraska**—In 1948 was \$128 above the national average. This

state's per capita income then fell below the national average, and in 1983, it was \$473 below—a loss of \$601.

**Nevada**—Is the only RTW state that has consistently been above the national average. It passed the law in 1951 and was \$531 above at that time. In 1983, it was \$766 above—a gain of \$235.

**North Carolina**—Passed a RTW law in 1947 and was \$427 below the national average in 1948. In 1983, it was \$1,898 below—a loss of \$1,471.

**North Dakota**—In 1948 was \$61 above the national average. In 1983, this state's per capita income increases to \$11,666 which is \$19 below the national average—a loss of \$80.

**South Carolina**—In 1954 when it passed a RTW law was \$637 below the national average per capita income. In 1983, it was \$2,498 below, having lost \$1,861 in relation to the national average.

**South Dakota**—Was \$100 above the national average in 1948 and in 1983 was \$1,838 below—a loss of \$1,938.

**Tennessee**—In 1948 was \$465 below the national average and in 1983 was \$2,136 below—a loss of \$1,671.

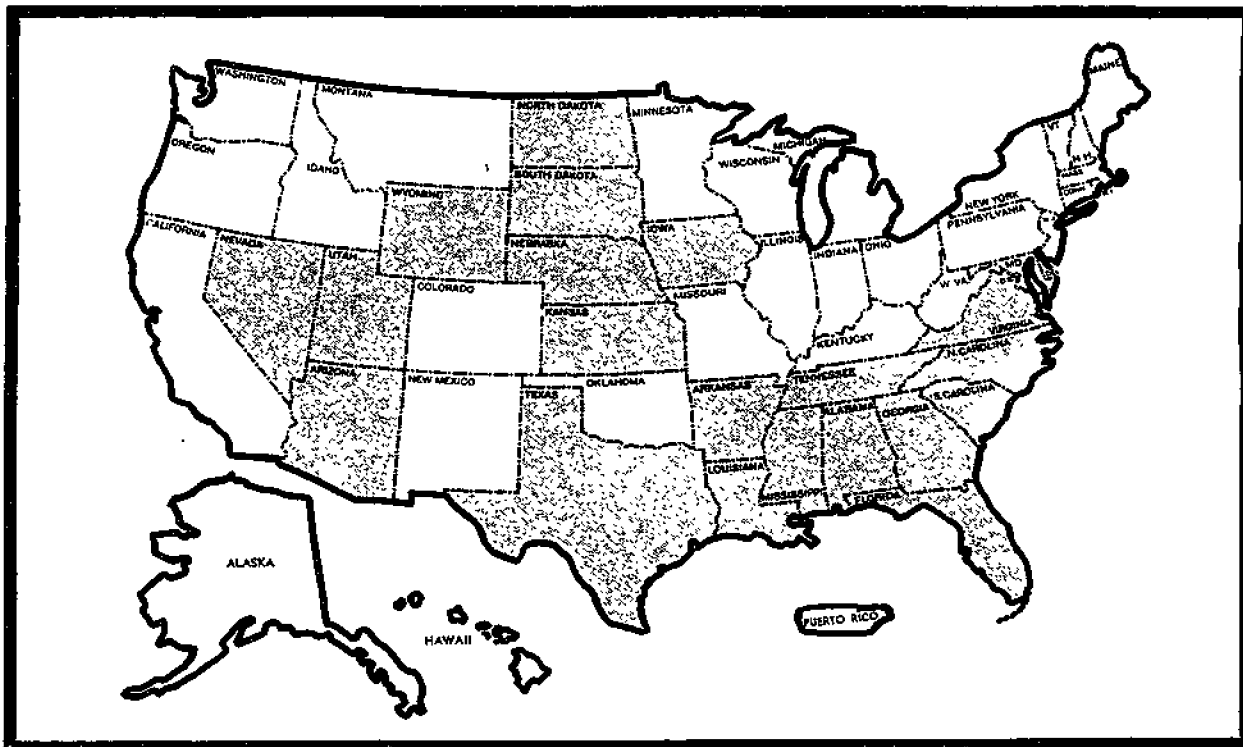
**Texas**—This state was \$224 below the national average in 1948 (law passed in 1947) and was the same as the national average in 1983. This is a gain of \$224 in relation to its 1948 position.

**Utah**—Passed the RTW law in 1955 and at that time was \$245 below the national average per capita income. In 1983, it was \$2,692 below—a loss of \$2,447.

**Virginia**—In 1948 (law passed in 1947) was \$293 below the national average. In 1983, it was \$431 above and had gained \$724 in relation to its 1948 position.

**Wyoming**—Passed a RTW law in February 1963 and its per capita income for that year was \$9 above the national average. The next year it went below the national average, and stayed below until 1973, when Wyoming again went above the national average. It was \$226 above in 1983.

\*States that have exceeded the national average in 1983  
\*\*Nevada is the only RTW state that has consistently remained above the national average in per capita income.



## IAM members elected

# State legislators with a worker's point of view



Grey



Birch



Gelsi



Fusco



Borrows

A small cadre of IAM members may have started a movement that could propel the interests of workers to the forefront of state government.

By being elected to their state legislatures the members are in a unique position to lend first-hand experience in deliberations on matters that affect workers' lives.

Experience has demonstrated that workers who are elected to state legislatures do not forget their roots or the people who elected them. One hundred percent voting records on matters affecting workers are the rule, not the exception.

Five IAM members are now serving as state legislators, four state representatives and one state senator. Three are incumbents and two are newly elected.

**J. R. Grey**, directing rep of IAM District 154, Paducah, KY, has served as state representative since 1976 and is known as the "voice of labor" in the state. He is held in the highest esteem by his fellow legislators.

**John A. Birch**, a member of IAM Local 1650, Kansas City, MO, was first elected to the state House in 1978, in the same election that saw a Right-to-Work (for less) bill go down to defeat in Missouri. Now serving his fourth term, Birch was recently honored by finishing number five in a poll to determine the ten legislators who "best serve the interests of their constituents." The survey results were determined from a questionnaire answered by the 163 state House members.

**Frederick A. Gelsi**, a member and past president of IAM Local 743, Windsor Locks, CT, is in his third term as a state representative. Through hard work and long hours, Gelsi

has obtained key committee assignments normally reserved for long-time legislators. The IAM member is vice chairman of the Labor Committee, chairman of the Subcommittee on Transportation of Hazardous Waste, Finance Committee member and Rules Committee member.

**Angeleo Fusco**, a member of Local 1746A, Southington, CT, is the only Republican of the five IAM legislators. Fusco is a shop steward and organizing coordinator for his local. Now beginning his first term as state representative, he campaigned on the need to enact meaningful plant closing legislation in his state.

**Frank D. Borrows**, a member of Local 1746, Hartford, CT, has been an active member of his local and is now beginning his first term as state senator. Borrows received 48% of the vote in a field of three candidates.



No give-backs

## GD Boat pact yields wage boosts

The two recent strikes at General Dynamics in San Diego, CA, and Fort Worth, TX, and the related coordinated bargaining among all General Dynamics locations helped IAM members at the company's Groton, CT, facility win a new contract without having to resort to a strike.

IAM Coordinated Bargaining Director Jim Pinto reports that negotiators from IAM Local 1871, Groton, CT, who sat in on General Dynamics negotiations in both San Diego and Ft. Worth knew negotiations were going to be tough when their own contract was up. The company also knew, however, that the Groton IAM members were just as militant as the other two locations and that they would also strike if necessary to obtain a fair and equitable contract.

One of the major issues in the negotiations was a company proposal for first and second year wage bonuses and a third year general wage increase (GWI). The union negotiators held out for a second year GWI, that strategy and the related membership support proved successful with the company agreeing to the second year GWI and a new three year agreement with no give-backs.

There's no question, said Kevin Rope, directing rep of IAM Local 1871, that the two previous strikes with General Dynamics and our coordinated bargaining effort helped us break the company pattern of giving only bonuses for the first two years of the contract.

Highlights of the three year contract include:

- Wages—June 30, 1985, lump sum payment of \$4,000; June 28, 1986, 4% GWI; June 28, 1987, 3% GWI.
- COLA—folded into the base rates with new COLA for new contract.
- Pension—July 1, 1985, increase from \$14 to \$18; July 1, 1987, increase to \$18; pension rate for members who retire now will increase to \$18 on the effective date. Additional insurance coverage for retirees and their dependents.
- Insurance benefits increased—Dental, SSIP, hearing care (new), vision care (new) and hospice care (new) and improvements in Group Insurance plan.

## Union at Work

### Arbitrator upholds "down-time" pay grievance

Union reps who represent members in arbitration cases sometimes find themselves across the table from some of the top corporate lawyers in the country. Like lawyers, they too, must thoroughly research past cases, interview witnesses and prepare written briefs to substantiate their case.

Fred Benedetto, directing rep of District 137, Watertown, NY, recently squared off with one of the top labor law firms in central New York at an arbitration hearing on behalf of 20 members of IAM Local 761, Watertown, NY. New York Air Brake Co. hired the law firm to fight a grievance that would establish "down-time" pay (63¢ an hour) for the labor grade seven IAM employees of the company. The company maintained that tape machine operators were not eligible for the pay that is routinely paid other machine operators.

Down-time is paid for employees who may be required to perform work other than what their jobs normally entail because company machinery has broken down.

Stating that the case was one of the most difficult he ever presented, Benedetto reports that the arbitrator ruled in favor of the union and awarded the 20 affected members a total of \$2,487 in lost down-time pay and established a precedent for future down-time pay for the tape machine operators.

The award was particularly gratifying to Benedetto because the money the company paid to retain the law firm was more than the amount awarded to the grieved members.



### One more time— "It pays to belong"

That old IAM axiom "It doesn't cost to belong—it pays," has real meaning to one more member, Kirk Nile of IAM Local 559, Madison, ME.

Nile was discharged from his job at Madison Paper Industries for alleged insubordination. However shop committee members Jeffrey Clair, Douglas Murray and Ronald Gehrki, along with IAM District 99 Directing Rep Edward Vinson, pursued his grievance through the grievance procedure and were successful in the final step—arbitration.

The arbitrator agreed with the union's position that Nile was not discharged for just cause and reduced his penalty to a one-week suspension. He ordered the company to reinstate Nile with back pay, including overtime he would have been allowed to work and full seniority.

Along with the reinstatement, Nile received two weeks vacation credit at a time of his selection, his disciplinary record was expunged effective January 24, 1985, lost time wages totaling \$13,478 were awarded.

In photo, from right, Vinson, hands check to Nile as committee members Ronald Gehrki and Jeffrey Clair look on. Committee person Douglas Murray was absent for photo.

## IAM delegates at GE-W parley set 1985 bargaining priorities

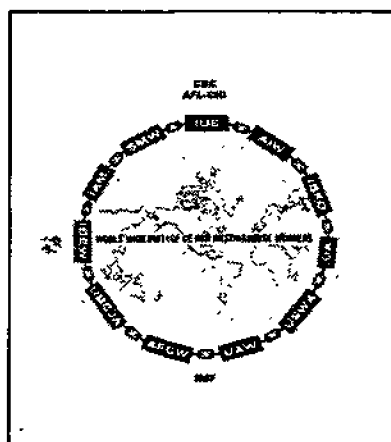
IAM leaders from locals and districts representing employees of both General Electric and Westinghouse hammered out a collective bargaining program in preparation for upcoming coordinated bargaining with the two giant companies later this year.

The IAM-GE-Westinghouse Conference was attended by 75 delegates during a four-day meeting last month in Clearwater, FL.

IAM Vice President George Poulin chaired the meeting which served as a kickoff for 1985 negotiations. Poulin is a vice chairman of the GE-Westinghouse Coordinated Bargaining Committee (CBC).

Coordinated bargaining, in which the IAM will participate with other unions representing employees, will open with GE on May 14. Coordinated bargaining with Westinghouse will begin on June 4.

During the IAM Conference, delegates heard Jim Pinto, IAM direc-



tor of Coordinated Bargaining, urged that intensive efforts to organize the unorganized at both Westinghouse and GE locations be continued and stepped up as the union heads into the critical negotiations.

Delegates took a strong position against concession bargaining and against any attempts by either of the two conglomerates to slash benefits under the guise of health care containment.

The IAM also went on record in favor of winning strong contract language to protect employees against the numerous technological changes being introduced by GE and Westinghouse.

Representatives at the IAM Conference reported that there has been erosion of bargaining units at Westinghouse and GE locations as great as 50% due to new technology. Similar reductions in the workforce have been experienced by other unions involved in coordinated bargaining, they reported.

In addition to strong technology language, delegates called for substantial improvements in wages, pensions, COLA, a reduction in the workweek and prohibition of mandatory overtime.

The IAM proposals will be presented to the Steering Committee of the CBC which is comprised of representatives of all of the unions which are participating in coordinated bargaining with GE and Westinghouse.

## World labor targets S. Africa

World leaders of the free trade union movement have joined South African union leaders in calling for "selective disinvestment" in multinational corporations whose operations bolster the racist apartheid system.

A delegation of 11 leaders of black trade unions in South Africa came to Washington for a three-day conference with some 150 of their U.S. union counterparts, civil rights leaders, members of Congress, and leaders of the International Confederation of Free Trade Unions (ICFTU).

While different points of view were expressed on tactics, there was a consensus that internationally coordinated efforts by the trade union movement and by governments are needed to assist the struggle against apartheid by South Africa's black majority.

Participants in the conference included Phiroshaw Camay, general secretary of the Council of Unions of South Africa (CUSA), who was among 21 labor leaders jailed without charge for their role in a massive two-day "stayaway" strike last November. Camay and 10 other union leaders were released following international protests which began outside the South African embassy here on Thanksgiving eve.

Camay, also an ICFTU board

member, thanked U.S. labor and civil rights groups for organizing the protests, which included the arrest at the embassy of several top leaders, which he said "spotlighted our detention and helped obtain our release."

AFL-CIO President Lane Kirkland, in a keynote address to the gathering, said, "We have been greatly encouraged by the emergence in recent years of the black trade union movement in South Africa."

Kirkland called on the Geneva-based International Labor Organization (ILO) "to investigate the appalling conditions of black labor in South Africa, including the forced removal of black workers to the Bantustans," poverty-ridden, overcrowded black "homelands." Toward this end, Kirkland suggested that the ILO set up a commission of inquiry similar to those established in the cases of Poland and Chile.

"The ILO might also consider establishing documentation and research machinery to monitor the conduct of all corporations operating in South Africa, with regard to their recognition of black workers, and their observance of universal labor standards."

Camay said that, despite a severe recession in South Africa which has brought "poverty and

misery not seen since the Great Depression," the black trade union movement has been growing. He said these unions have negotiated over 400 agreements covering 2 million workers. Black trade unions were not legalized by the government until 1979.

Camay said, "South African workers are not looking for an amelioration of apartheid, but for its destruction." To further this goal, he asked U.S. and international labor organizations to help target companies dealing in military, nuclear and computer technology products that he said were crucial to "propping up" the white minority government.

This strategy of "selective disinvestment," Camay said, was agreed on by his 250,000-member labor federation last December after "long and agonizing debate." He said it was decided that "total disinvestment was not going to work in South Africa." He added that he favored U.S. legislation to bar new investment by U.S. companies in South Africa.

Debates over the disinvestment issue here and in South Africa involves fears that a full-scale pullout of foreign firms would result in lost jobs for black workers, and that the departure of those firms would remove any chance that they could influence apartheid policies.

# Legislative Conference features unique agenda

The 1985 IAM Legislative Conference which opens in Washington, DC, on Feb. 25 is expected to be the most unique legislative conference ever conducted by any union or trade association.

The conference will be structured in a special way to emphasize delegate input and enable delegates to participate and learn more fully than ever before.

What makes the conference unique, according to William J. Holayter, is the fact that three mock Congressional committee hearings will be held, enabling IAM delegates, staff and Executive Council members to actually participate in real Congressional action.

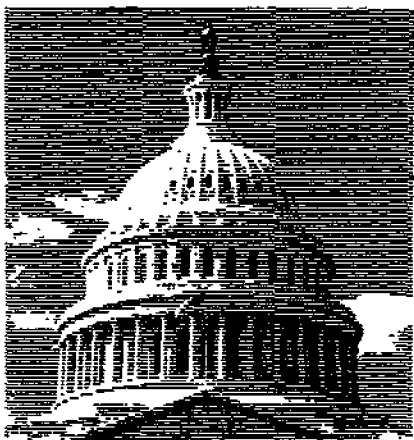
Holayter, director of the IAM Legislative and Political Action department, said simulated hearings in the House Rayburn Office building will be as close to the real thing as possible. "We will even have press tables, Congressional parliamentarians to assist us and IAM officers and members giving testimony in favor of the legislation and asking and answering questions."

The three mock hearings will be on the IAM's Tax Justice and Fairness bill, the Economic Conversion bill and the Trade Law Reform legislation.

Each delegate will have an opportunity to attend a hearing on each of the three subjects.

"This will be a learning experience for the delegates and will equip them in a unique and special way to face their Senators and Representatives when they lobby this priority legislation later in the Conference," Holayter explained.

The two-day IAM conference will precede the AFL-CIO Industrial Union Department (IUD) two-day Legislative Conference. Theme of



the IUD Conference will be "Rebuilding American Industry."

The IUD conference will also be addressing the issues of international trade legislation, President Reagan's unfair tax and budget proposals and the protection of workers from health and safety hazards.

IAM President William W. Winpisinger urges all delegates to the IAM Legislative Conference to also participate in the IUD conference. Winpisinger will keynote the IAM conference.

## Major IAM bills

Three nationally known and respected U.S. Representatives are expected to play key roles at the 1985 IAM Legislative Conference.

They each will be doubly welcome because each is sponsoring a major piece of IAM legislation.

U.S. Rep. Fortney H. (Pete) Stark, D, CA, a long-time friend of the IAM and member of the powerful House Ways and Means Committee which is responsible for initiating tax legislation, will introduce in Congress the IAM's tax program.

Holayter explained that Stark's legislation is nearly identical to the IAM tax program laid out in the union's Rebuilding America Act.

"The only changes Stark will make in our original bill will be to update it since it was written a few years ago," Holayter said.

The second IAM friend is U.S. Rep. Joseph P. Addabbo, D, NY, chairman of the House defense appropriations subcommittee. Addabbo has agreed to introduce and support the vital Economic Conversion bill and use his influence to move the bill through the House.

The third participant will be the IAM's good friend, Rep. Frank J. Guarini, D, NJ. Guarini has agreed to introduce trade legislation based on the AFL-CIO's Industrial Union Department (IUD) fair trade legislation. The Guarini bill will track in many details the IAM's own trade program as spelled out in Rebuilding America.

"The participation by these three key national legislators will add a meaningful dimension to what I believe could be the most exciting Legislative Conference in IAM history," Holayter declared.

## 'No more Bhopal's ...'

# IAM presses case for thorough safety laws

The IAM is spearheading a renewed drive among U.S. trade unions for more comprehensive laws to protect workers and communities from the likes of the tragedy in Bhopal, India, where toxic gas leaking from a Union Carbide plant killed more than 2,500 persons and injured tens of thousands of others.

IAM President William Winpisinger fired the opening salvo in the drive at last month's AFL-CIO's Industrial Union Department's Safety and Health Conference, which he serves as chairman.

He pointed out that the IAM represents 1,000 workers at the Union Carbide plant in Institute, WV, which is the only plant in the USA that manufactures methyl isocyanate (MIC), the lethal gas responsible for the Indian tragedy.

Forty tons of MIC—a colorless, heavier-than-air-gas—escaped in the atmosphere in the Bhopal incident.

"Bhopal was a tragic human disaster," Winpisinger told IUD delegates, "but it must serve as a warn-

ing to us who have both an obligation and the opportunity to make certain that this same type of tragic accident will not occur in the United States.

"Little is yet known of what caused the leak of some 40 tons of this dangerous chemical in Bhopal. But we do know the present regulation proposed by OSHA (Occupational Safety and Health Administration) is too weak and inadequate to protect working people and the public," the IAM President asserted.

Winpisinger told IUD delegates that the OSHA regulation "deals only with manufacturing" of dangerous chemical substances and "leaves out and ignores transportation, construction, agriculture, and general industry."

Meanwhile, in testimony before a House Labor Subcommittee on Health and Safety, IAM Safety and Health Director George Robinson stressed that American workers "need strong enforcement of safety and health environmental regulations."

Robinson noted that "chemical companies have for too long en-

deavored through the media to persuade communities of the absence of any real danger they might pose. After Bhopal," Robinson added, "that myth no longer exists."

Robinson was accompanied to the hearing by Dick James, an IAM member who has worked 17 years at the plant in Institute. James told the subcommittee that many workers there feel "more inspections are needed in the chemical industry."

Asked by subcommittee chairman Joseph Gaydos (D, PA) if he thought the potential for a Bhopal-type tragedy exists at the Institute plant, James replied: "I think personally that such an incident in Institute is most unlikely. I would hesitate to say it is impossible."

Winpisinger called on IUD-affiliated unions to "strike back by going to the Congress of the United States and demand that it take action, and in negotiations, not only with Union Carbide, but any and all chemical manufacturers and/or employers that deal with toxic chemicals and demand protective provisions for all working people in those plants."



## Newsmakers



## Tennessee Walkers champions

Rod Christianson is a union member with a lot of sense—horse sense, that is. A member of IAM Local 289, Seattle, WA, and a trustee of the Local's Automotive Machinists Pension Trust, Christianson and his family have developed an interest in Tennessee Walkers. The family participates in various horse shows throughout the Northwest.

In photo above, Christianson is pictured along with all the ribbons he and his family won following a recent two-day competition. It looks like a clean sweep for the Christianson's.

## Instant millionaire



Quiet. Modest. Unemployed. That's how friends and associates describe Rich Sawaryn, the IAM's newest multi-millionaire.

Sawaryn, a member of IAM Local 967, Auburn, NY, won \$2.7 million in the New York Lottery last October, just two days before receiving his layoff notice from General Electric Corp., where he worked for 17 years in various jobs, including materials handler and custodian.

### Sawaryn

Sawaryn was one of three persons to come up with a perfect six-number match with those drawn for an \$8.1 million jackpot. He received the first installment of \$120,721, less 20% required to be withheld by the Internal Revenue Service. He will receive 19 additional annual installments of a similar amount. The unemployed IAM member plans to open a small antique shop or other business of his own. "I won't have to worry about getting up and going to work for a little while," Sawaryn declared.



## Meet the IAM 'Crunch Monster'

Lou Scripa believes that action speaks louder than words.

And to demonstrate that philosophy, Scripa, who is dubbed the "Crunch Monster" by his fellow members of IAM Local 946, Rancho Cordova, CA, recently set a new world exercise mark to benefit the Sacramento Make-A-Wish Foundation. The Foundation provides dying children with their last wish. Bob Gregory, president/general directing rep of the local, reports that Scripa raised more than \$4,000 for the Foundation by breaking his previous world record for abdominal crunches (three-quarter situps) with 51,984, and shattered the old mark for regular situps by 11,278 with an effort of 43,418—all within 22 hours and 10 minutes on Oct. 6. His feats are documented in the Guinness Book of World Records.



## 'Super' union makes it happen at Kelsey-Hayes

When the nation tuned into the recent Super Bowl, few football fans realized that IAM members helped make that television spectacular possible. IAM Local 1509 represents some 250 members at the Utica, NY, division of the Kelsey-Hayes Company.

These skilled workers produce vital components for both gas and steam turbines used in generating electricity at utility plants throughout the United States and abroad, according to George Joseph, District 157 directing rep.

"Since its founding in 1895, the Utica plant has been known for quality forged products," he notes. "In 1942, the company successfully forged turbine blades for the first military jet engine produced in this country."

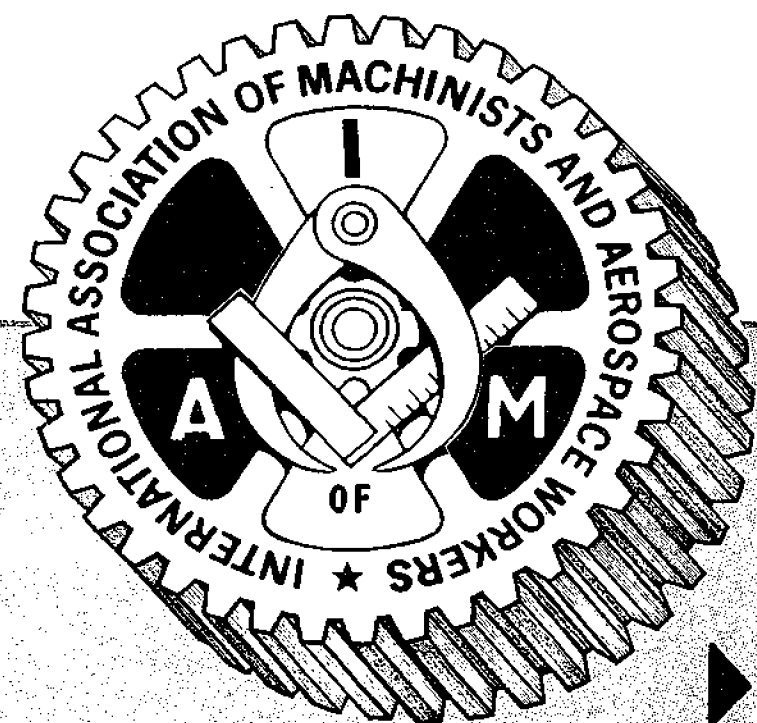
The firm supplies components for such customers as General Electric and Westinghouse, as well as military and commercial aircraft both here and abroad, Joseph reports. Kelsey-Hayes is a leader in forging and machining super alloys and much of that proud record flows from the craftsmanship Local 1509 members bring to the workplace, he boasts.

Smooth labor-management relationships have played a key role in the firm's success, Joseph believes. "Kelsey-Hayes may be the best employer in District 157. They treat the workers like human beings."

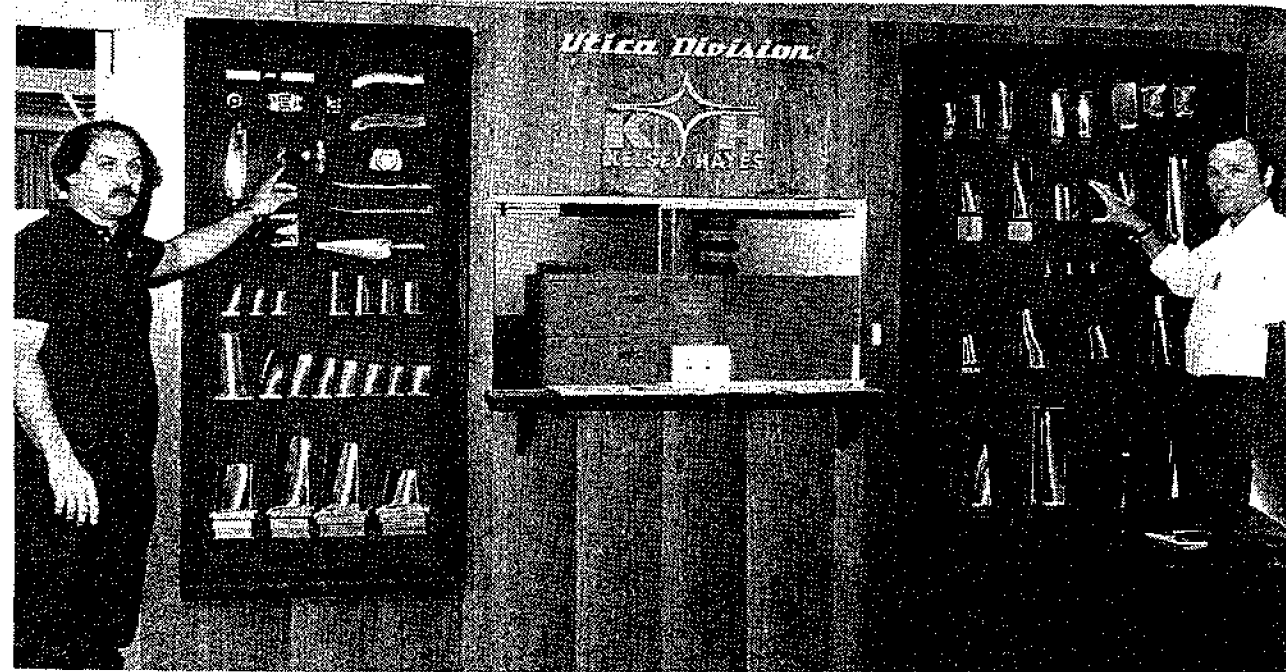
The work force was slashed drastically, when the Reagan Recession forced massive layoffs, but some workers have been recalled in recent weeks. "We hope that trend continues," he says.

Kelsey-Hayes is a wholly owned subsidiary of the Fruehauf Corp. and is a major supplier of automotive wheels and rims at other locations, primarily in the Midwest. Those facilities, too, are under IAM agreements, Joseph notes.

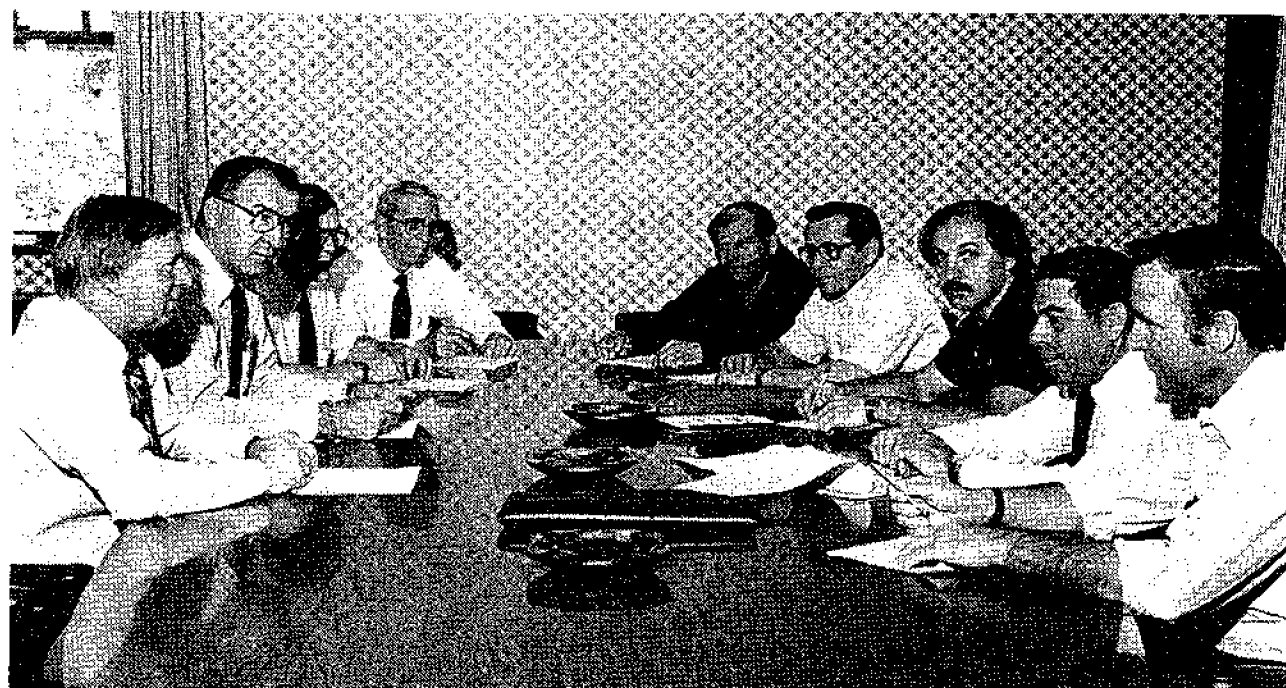
Photographs on these pages were done by Robert Wentka, a Local 1509 member and Kelsey-Hayes worker.



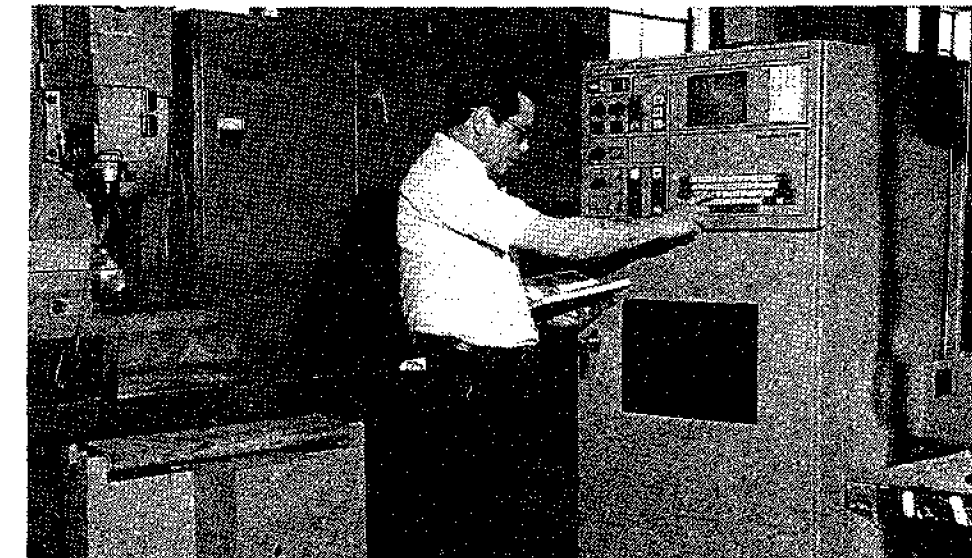
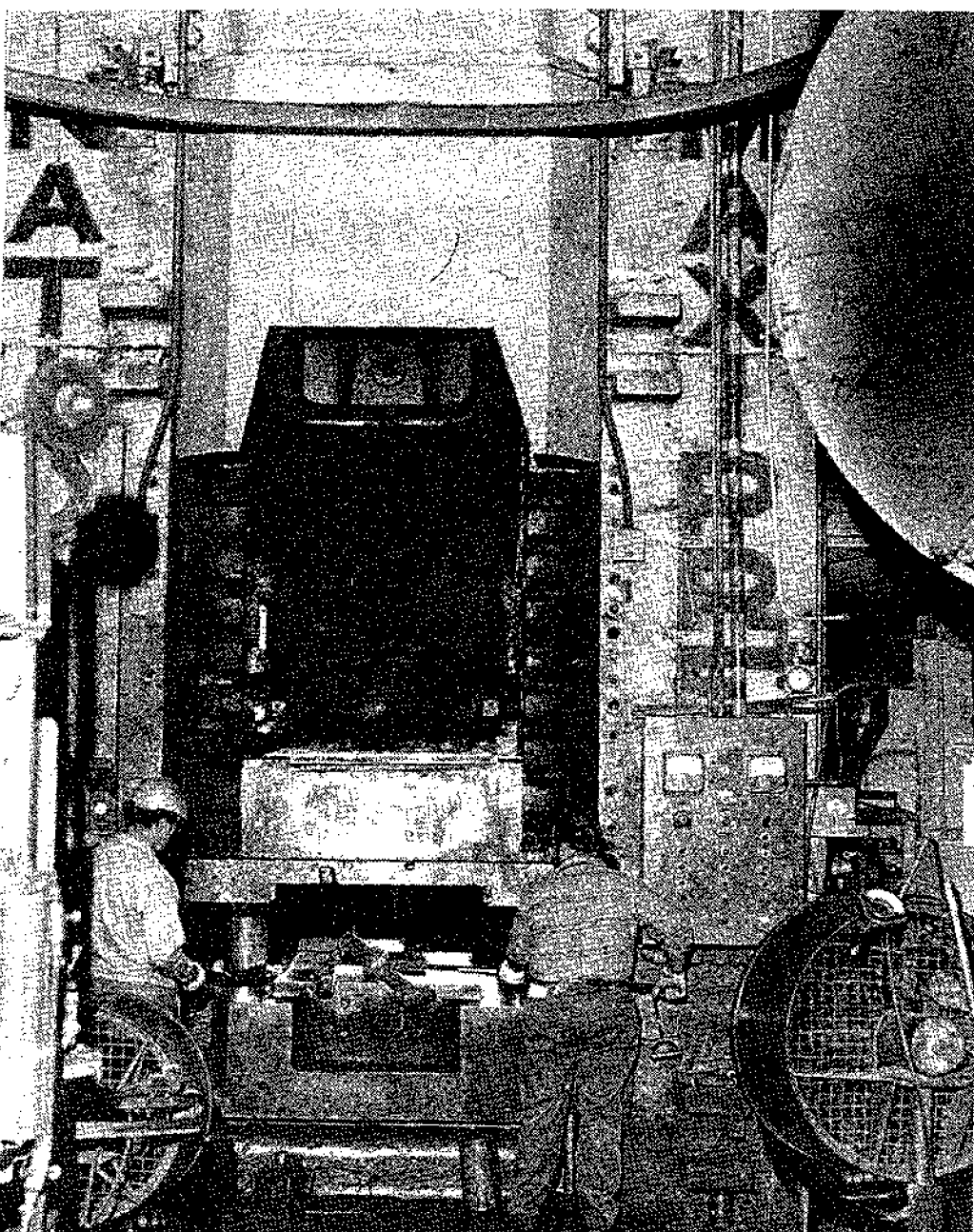
Forging technicians John Service and Jerry Fish operate a 6000-ton forging press used to forge high-temperature alloys into turbine blades.



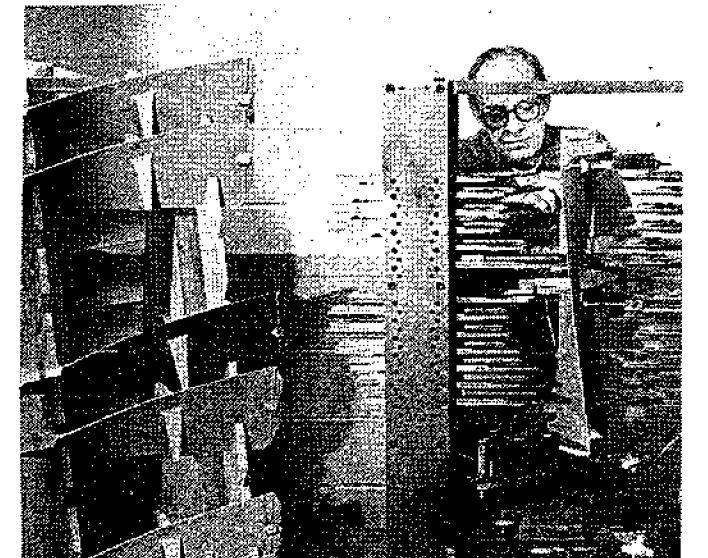
Robert Stephens, president of Local 1509, and Clifford Fuller, chief shop steward point out some of the precision forged products manufactured in the Utica Division.



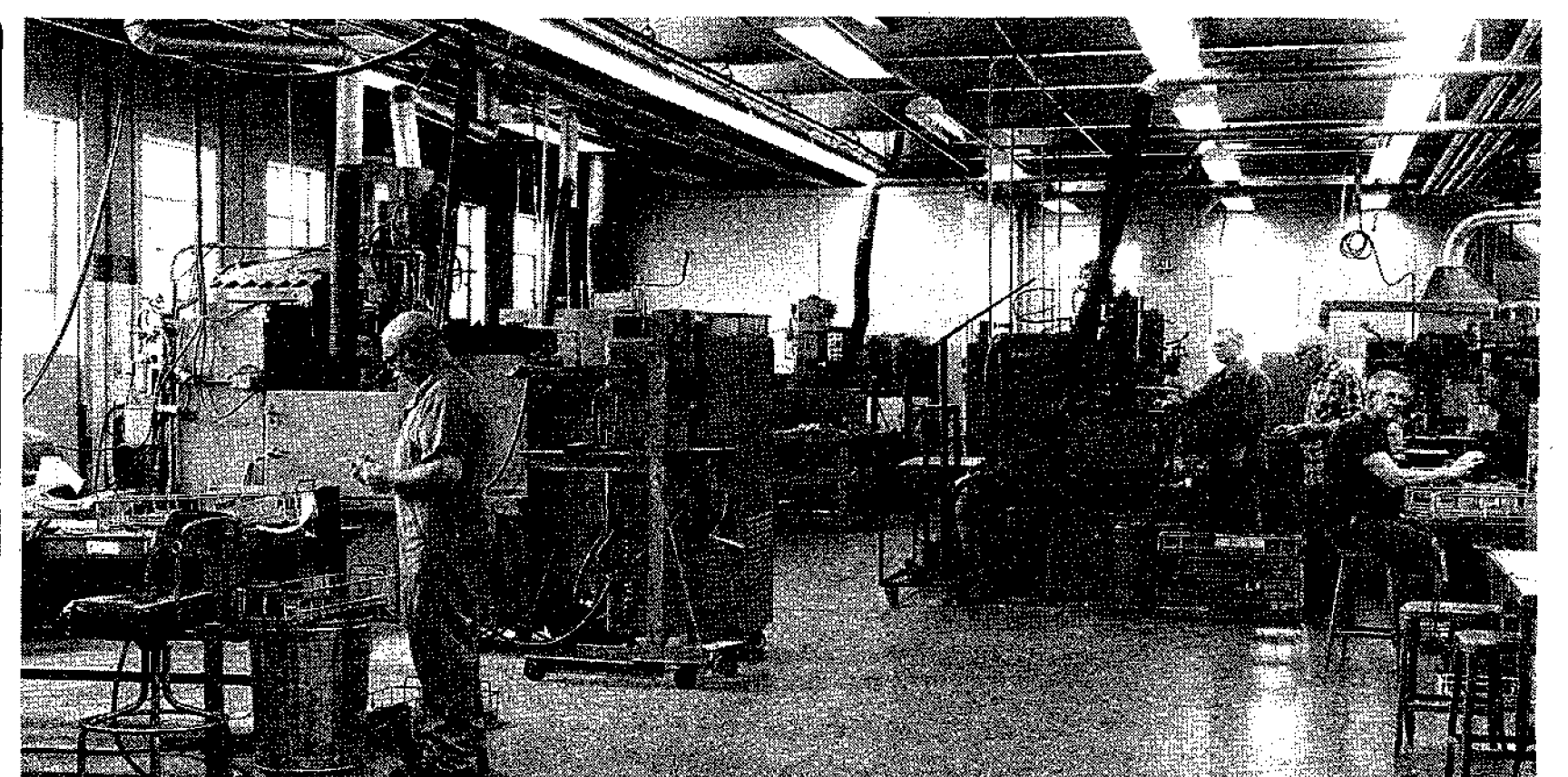
Frequent meetings between labor and management help keep operations running smoothly. Shown from left are: Jesse Martin, president and general manager; Alexander Stanko, director of Industrial Relations; Randy Bogar, supervisor of Safety and Security; Charles Bronk, employment manager. Officials of Local 1509, District 157: James Ryan, assistant chief shop steward; Philip Sbiroli, assistant chief shop steward; Robert Stephens, president; George Joseph, directing representative; and Clifford Fuller, chief shop steward.



Philip Sbiroli, setup person and assistant chief shop steward, operates a control panel for a Bostomatic 5 Axis Mill used in high-technology, computer-controlled impeller machining.



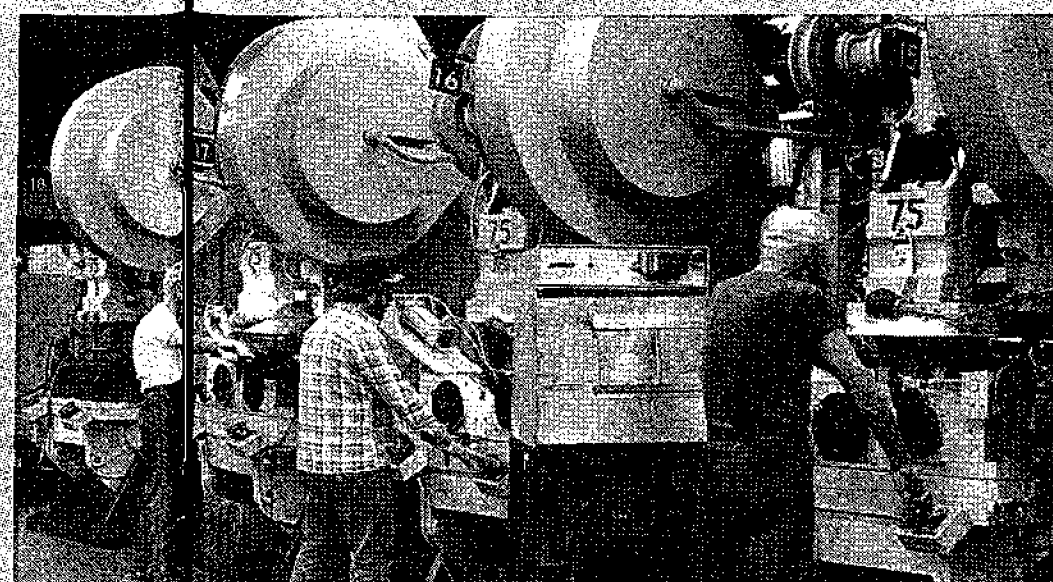
Ralph Peck inspects dimensions of a precision turbine fan blade in a guillotine gauge used to help assure high quality.



Robert Brondau, Lawrence Welch, Robert Skube and John Draper operate machines in the Electrical Discharge and Electro Chemical Machining Room.



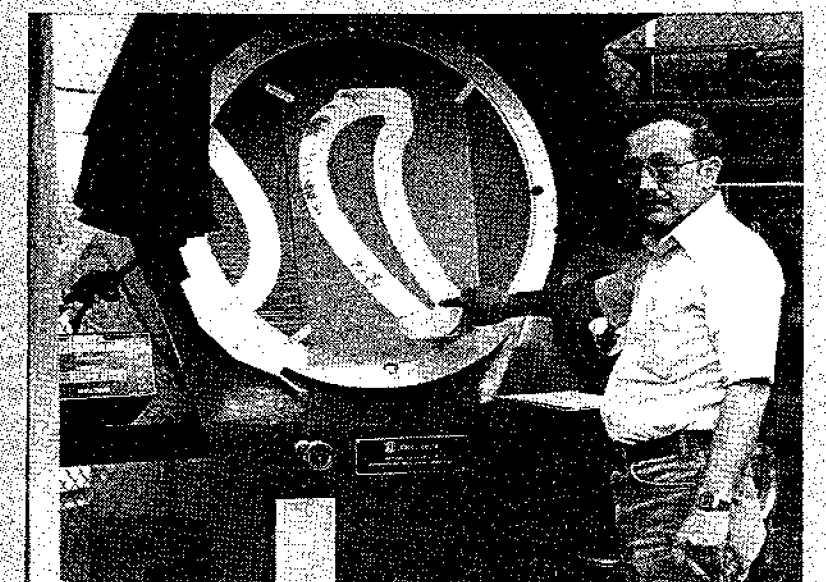
John Draper places material to be machined onto a 3-Axis Contour Mill.



Albert Monescalchi, toolmaker and committee person checks a dimension on a precision cold-rolled turbine blade.



Lester MacMaster, Robert Addington and Clifford Corsette operate roll presses used to roll high temperature material into a precision turbine compressor blade.

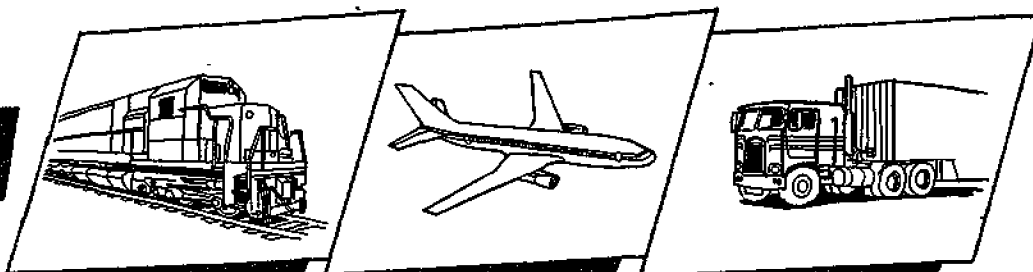


Clarence Brown uses an optical comparator to examine the airfoil of a turbine blade.



# TRANSPORTATION

## Sad view from the picket line



Jacqueline Tatum, a striking member of Local 2198, Houston, TX, couldn't believe the view from the picket line. There, getting ready to board a flight on the biggest union-busting airline in the country, Continental, was former President Jimmy Carter.

First disappointed, she then began to do a slow burn. Finishing her picket duty, Tatum went home and expressed her feelings in a letter to the former president.

The following are excerpts of her letter:

"I was disappointed to see you flying on Continental Airlines December 12, Flight 57 to Los Angeles. I am sure it is no secret that Continental is still on strike. A company that uses the sham of bankruptcy to rid itself of its obligations to its employees really shows a fine example of the American way.

"I find it very difficult to understand how my company, with the years so many of us had given them, could give us just five minutes to leave the property on August 12, 1983. I find it even more difficult to understand how our justice system can allow a company to keep wages you earned (we still have not been paid).

"I'm sure this is of no consequence to you. My story is just one of hundreds that my fellow co-workers could tell. I understand there are no more elections this year, but I find it ironic that you choose to ride a scab airline and then give a speech on human rights.

"I hope your flight was a good one. I would also hope your ethics and the dignities of many laborers and Democrats cost more than the cheap fare on Continental."

To date, Carter has yet to respond to Tatum's letter.

**IAM stalls layoff**—Forty mechanics are still on the job at TWA thanks to the fast action of the IAM Transportation Dept. and IAM District 142, Kansas City, MO. The members were scheduled to be laid off on January 6, 1985.

When TWA announced the company would discontinue using mechanics to push back aircraft for certain gates, eliminate both walkaround and log book inspections and layoff the mechanics at the line stations affected, the District immediately went to court to seek a restraining order blocking the arbitrary company work rule change and subsequent layoff.

Under terms of the Railway Labor Act, when a labor contract becomes amendable the terms of the contract must remain status quo until a new contract is negotiated or the parties exhaust all steps of the Act.

District 142 President/General Chairman Frank Score reports that aircraft pushback and the related work are spelled out in the TWA/IAM contract and could not therefore be arbitrarily discontinued by the company. The company is seeking such a work-rule change in this round of negotiations which is currently in mediation. However, the negotiators have not agreed to any such change.

As a result of two hearings in U.S. District Court in Kansas City, TWA has moved the lay-off date back to February 18. A ruling on the injunction which would permanently block the layoffs is expected early this month.



Preparing for what could be a precedent-setting case, Score reviews the District 142 law suit with Carl Laws, secretary-treas. of the district.

**IAM prevails**—Eastern Air Lines agreed last month to refund to workers covered by the IAM agreement the 18% pay increase for January, which was unilaterally withheld at the direction of EAL President Frank Borman.

In 1983 the unions at Eastern all agreed to contribute a percentage of their pay to purchase stock in the company. In return the employee unions were allotted four seats on

the board of directors of the company and workers now own 25% of Eastern.

The wage investment deductions were to last one year and terminate December 31, 1984. However, on that date EAL president Frank Borman issued a letter to all employees stating that "wages and salaries established for all employees will remain at the level set by the 1984 wage investment program."

Charles E. Bryan, president/general chairman of District 100, Miami, FL, reports that the IAM immediately went to court to enforce the terms of the collective bargaining agreement. Prior to the court hearing, however, Borman agreed to pay the January pay increase and requested that the two sides negotiate on the issue. Negotiations were continuing as this issue of THE MACHINIST went to press.

In a bulletin to the IAM members, Bryan reminded the worker/stockholders that "we must remember that Eastern Air Lines did not betray the employees; Frank Borman did . . ." Substantiating Bryan's charges, a leading industry analyst said "establishing trust is critical for successful employee participation efforts. Frank Borman's unilateral decision may have blown away the trust built in the past 12 months."

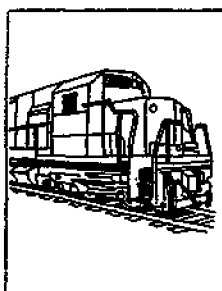
**Ozark countdown**—IAM Airline Coordinator Bill Scherl reports that the National Mediation Board has scheduled a public interest meeting in Washington, DC. The Board will mediate the final round of negotiations in an effort to avoid a strike by IAM reservation and ticket agents at Ozark. The strike is tentatively set for midnight, February 6.

**Flight attendants choose IAM**—IAM Vice President John Peterpaul reports that the organizing campaign at Reeve Aleutian Airlines was successful with the attendants voting overwhelmingly for the Machinists Union. IAM District 143 will negotiate the first contract for the new members who were assigned to IAM Local 601, Anchorage, AK. IAM Grand Lodge Rep John Pina was responsible for the organizing win.

**El Al Airlines**—The National Mediation Board has called for a negotiating session between the IAM and El Al Airlines on February 6. IAM members have been on strike at El Al since March 16, 1984 when the company tried to force union-busting concessions on them.

**Allied Aviation lockout**—Allied Aviation locked out members of the IAM Local 1833 when they refused to agree to a concession-ridden contract that would have established a two-tier wage scale, allowed for more part-time help than full-time employees and provided no wage increases for the first year. Guy Cook, president/general chairman of District 143 reports that Allied managements attitude of "take-it-or-leave-it" has not changed since the lockout began on December 13.

## Rail bargaining reaches impasse



In a move to get the carriers off dead-center, the unions participating in National Negotiations have filed a notification of impasse to the carriers and requested the National Mediation Board to appoint a mediator to the negotiations.

In nine months of negotiations the carriers have yet to fully explain to their union counterparts at the bargaining table why they need their long laundry list of concession demands, in light of the record profits they are presently posting.



McCarthy

IAM Railroad Coordinator Bob McCarthy reports that the IAM and the other involved unions have made sincere gestures to get the negotiations off the ground but the carriers refuse to budge from their demands for unwarranted concessions.

Some of the concessions the carriers are seeking include:

- Pay freeze (except for COLA) for the duration of the contract.
- Apply increased COLA effective the January following the date the contract is ratified with COLA payments to extent necessary to pay for increased cost of health and welfare.
- Establish two-tier entry rates of pay for new hires and re-entrants from non-active status.
- Establish temporary positions with reduced pay rates and benefits.

- Allow carriers to farm out work presently covered by union contracts without restrictions.

- Allow the carriers to cross-utilize workers.

- Allow apprentices, helpers or students to work without the guidance of a mechanic.

- Remove restriction for rearranging forces and/or work, including any necessities for filling vacancies, changing hours of assignments and assignment of rest days.

- Remove restrictions on realigning and combining seniority districts.

- Set time limits for recall rights.

- Facilitate the carriers' ability to eliminate continuing costs associated with unnecessary employees. The carriers have yet to describe what they mean by "unnecessary employees."

- Introduce cost containment and cost-sharing provisions of insurance benefits provisions.

- Establish carrier's national committee as sole policy holder of health and welfare plan (do away with the present union/management administration of the plan)

- Medical plan to include employee contributions, higher deductibles, higher stop-loss provisions and other cost-sharing provisions.

- Eliminate four-month furlough insurance and revise monthly service requirements for coverage in succeeding months.

- Limit extended coverage and benefits and discontinue supplemental sickness coverage for furloughed employees.

- All paid leave to be set at the rate of 80% of the minimum basic daily rate of the last service performed (presently 100%).

- Suspension of the contract during any work stoppage in any part of the railroad industry.

Ironically, while the carriers are demanding concessions from their employees, the Association of American Railroads reports that the railroads may be on the way to another record profit year. Railroad earnings in the third quarter of 1984 increased by 31% to \$769 million over the same period last year.

November figures for new freight cars placed in service brought the total for the first 11 months of 1984 to 11,600 compared to 5,127 in the previous year.

Cumulative volume of freight traffic on major U.S. railroads for the first 51 weeks of 1984 was an estimated 904.7 billion ton-miles, 10.7% higher than the previous year.



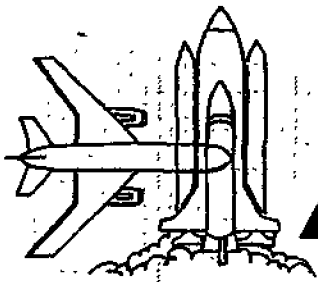
Peterpaul

"Everything is up in the railroad industry," said IAM Vice President John Peterpaul, "except the compensation to the workers who helped make those record profits possible. If the carriers think our members are going to accept concessions in the face of record profits, they will have made a serious error in judgment. If they test our resolve, they will find that judgment error will have been a costly one."



## A long fight ends with swearing in

It was a long tough fight, but the workers at Marriott/Host Corp. employed at JFK and LGA airports finally achieved their goal—an IAM contract. In photo, far right, Mike O'Connell, president of Local 1894, New York, NY, initiates the new members into the IAM.



# AEROSPACE

## Douglas gets high grade

McDonnell Douglas has been in the national spotlight in recent weeks, with reports from several sources indicating the giant aircraft company will enjoy a bright future.

One recent report came from the firm of Sanford C. Bernstein & Co., a New York City investment company which specializes in analyzing aerospace managements. The report predicts profits will rise by 20 to 25% annually through 1988.

According to the report, McDonnell Douglas will have both a surge in commercial airline orders and a significant boost in profit margins on combat planes.

McDonnell Douglas was also the subject of a major feature in a recent issue of *Air Transport World*, titled, "Transports live at McDonnell Douglas."

That article chronicles plans by McDonnell Douglas to capture an ever increasing share of the airline business in upcoming years. The article predicts the launching soon of a new shortened version of the MD-80 series, the MD-87.

In 1984 the company sold 115 planes in the MD-80 series. The company is also planning an MD-11X MR, seating 337, an MD-11X-

award, GD—a major IAM employer—beat out Northrop Corp., which had been pushing its F-20 fighter, and LTV Aerospace which was pushing for the MiG-21, coproduced with China.

Industry experts say the sale to the Navy is significant because it marks the first time since the early 1960s that GD is selling to the Navy. Secondly, in beating out Northrop, GD dealt a "stunning blow" to Northrop's F-20 in foreign sales competition.

According to *Defense Week*, "Wall Street analysts, congressional partisans of the F-20, and even some Northrop officials view the adoption of the F-20 by one of the American military services as a necessary condition for foreign sales."

GD is selling the F-16 fighters for about \$11 million apiece to the Navy.

**Tug-of-war continues**—The battle between General Electric and Pratt & Whitney over engine sales to the military continues, with P&W seemingly regaining its earlier supremacy in the 1985 round.

The Air Force announced last month that it will buy 184 engines from GE in fiscal 1986 beginning in October and 159 from P&W. While GE is still ahead, P&W is now gaining. Last year the Air Force bought 126 engines from GE and only 41 from P&W.

P&W used to enjoy the lion's share in bygone years, but then lost a good share of its business from the Air Force to GE.

The contest will probably continue next year because the Air Force is only giving out one-year engine contracts. P&W engines will be used on the F-16 Falcons. GE's engines will go primarily on the F-15 Eagle, with a small number being used on the F-16s.

**Space launches**—In 1984 the United States launched 22 space vehicles. In the same year, the Soviet Union had 97 launches.

Among the U.S. launches, were five Space Shuttle missions. The STS-51 flight retrieved two satellites that were put into improper orbits.

The solar maximum mission demonstrated that Shuttle crew-

men and women can repair satellites already in orbit.

Meanwhile NASA is studying several concepts developed to accommodate commercial users of the Shuttle.

At the same time many concerned citizens are watching to see if and how the space program will be expanded further to accommodate military uses of space.



While the aerospace industry as a whole is "of only average attractiveness," the analysts say, MD is "one of the most attractive stocks in this group."

The reports recalls that the company's purchase of Hughes Helicopter early last year opens the company to the Army market. The prediction says the company also will be delivering as many as 140 F/A-18 planes in 1987.

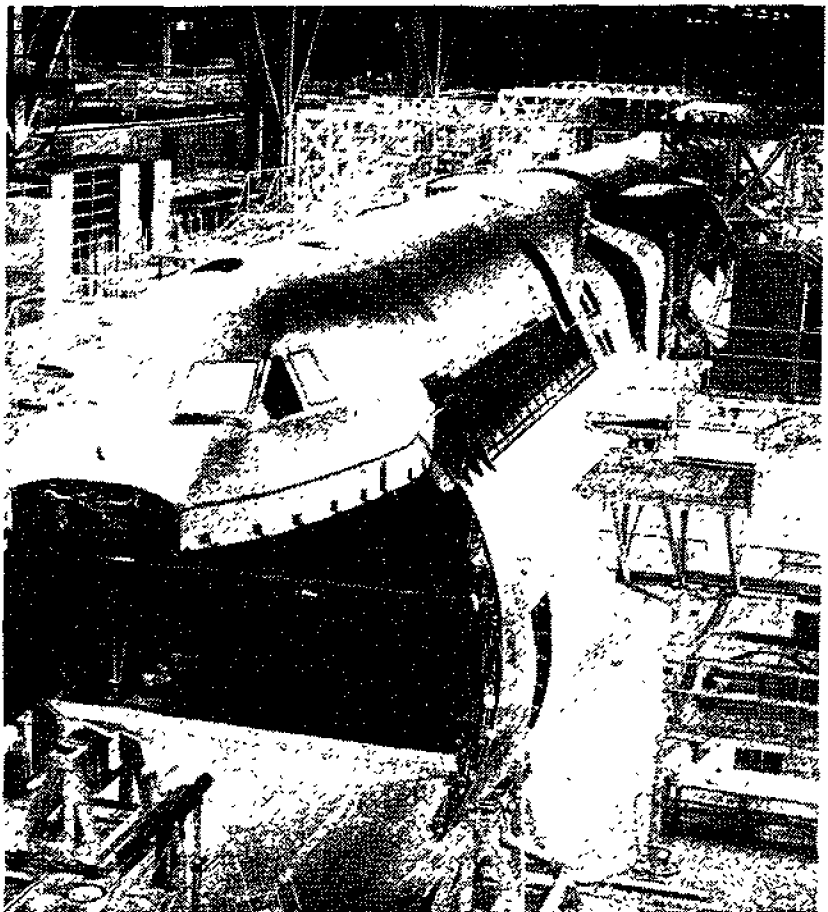
The analysts see F-15 revenues and operating profits remaining good and, with the plane's selection as the new dual-role fighter for the Air Force, the company will have a stable and continued production line for F-15s.

20, seating 331 and an MD-11X-10 seating 277.

The photo above shows the possible McDonnell Douglas airliner of the 1990s, the propan candidate with a high aspect ratio wing. Initial size of the proposed turbo propan initially would be at about 100 to 110 seats.

**GD wins Navy contract**—Aerospace industry watchers are buzzing about the coup pulled off last month by the nation's number one defense contractor, General Dynamics.

The company clinched a \$154.7 million sale of 14 F-16 fighters to the U.S. Navy. In winning the



Skilled IAM craftspeople made this scene possible. Shown above is a major milestone in production of the C-5B plane made by Lockheed. This photo taken at Lockheed of Georgia's plant in Marietta shows the joining together of the forward, center and aft fuselage segments. Frank Fanto, Lockheed deputy director of manufacturing on the C-5B, commented during the recent "mating" process of the segments: "A well-trained workforce enabled us to meet every major milestone with quality craftsmanship."

## New Technology

### Science fiction becomes fact

Before the end of this century—just 15 years away—the robot-run factory could be a fact of American industrial life, reports Dr. Phillip L. Polakoff, director of the Western Institute of Occupational Environmental Science.

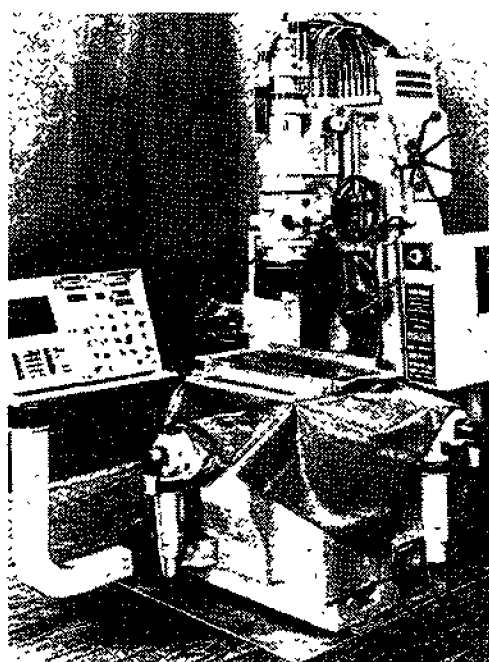
That's not science fiction anymore. It's a forecast made in 1977 and 1978 by the Society of Manufacturing Engineers. Here are some highlights as reported in *The Annals of the American Academy of Political and Social Science* (November 1983):

- By 1987, approximately 15% of total machine tool production will not have a "stand-alone use, but will be part of a versatile manufacturing system, featuring automatic part-handling between stations and controlled from a central computer.

- By 1990, the development of sensory techniques will enable robots to approximate human capability in assembly. Computer-aided design techniques will be used in the design of 50% of new assemblies.

- By 1995, 50% percent of the direct labor in automation final assembly will be replaced by programmable automation.

So much for what robots can do for us. But larger questions remain about what they will do to us—our communities and the individual workers who comprise them, Polakoff warns.



Little research has been done so far in this vital area of concern. Controversy still surrounds the question of whether such "unmanned factories" of the future will create or destroy jobs.

The best guesses are that they will do some of the first—make jobs for engineers and technicians—and a lot of the second—

eliminate jobs for blue-collar workers, minorities and probably women.

Louis A. Ferman, a professor of social work and research director of the Institute of Labor and Industrial Relations at the University of Michigan in Ann Arbor, sees three possible consequences of far-reaching proportions:

1. Unwanted workers will require community support in terms of income maintenance, resources for training and retraining, and programs to "heal the psychic wounds of displacement." The community will have to spend money and make an effort to meet the needs that did not exist before the coming of the unmanned factory.

2. The need to import highly skilled and trained personnel—which the hometown may not be able to provide in sufficient quality or numbers—will result in a community of strangers. This will pose problems of social integration.

3. An adverse economic ripple effect may be felt by small, local supplier firms that were established to service the needs of the old smokestack industry. Their survival may be threatened if the new needs are met by supplier units that are within the factory or affiliated with the parent company.

The impact on the individual displaced worker may be no less devastating. Minority

groups, especially blacks and Hispanics, will likely bear the brunt of the displacement. They are over-represented in the blue-collar, low-skilled jobs that either will be reduced or eliminated by the new technology.

Women also may feel the effects of a restricted job opportunity structure. The new high-level jobs in the unmanned factory in all likelihood will require a background in mathematics and science. As Professor Ferman points out, these subjects traditionally have not been central to the higher education curricula for women.

For the individual, being out of work from whatever cause—economic slowdown or technological speedup—can create psychological stress. That kind of stress can show up in a number of illnesses, both physical and mental.

The medical problems may range from high blood pressure and ulcers to insomnia and depression. The costs associated with these illnesses accrue to the individuals suffering from them, as well as to their families and the community at large.

These are just some of the major issues that are coming to a head at a rapid pace. They need to be met with wisdom, realism and—above all else—compassion for the human heart and soul of America.



# Safety and Health *Union outrage sparks OSHA action*

With prodding from unions, the Occupational Safety and Health Administration (OSHA) has asked for a rehearing on a controversial decision which struck down the hearing conservation amendment to the workplace noise rule.

The AFL-CIO earlier had asked to intervene in the case, citing a concern that the Labor Department either would fail to challenge the decision by the Fourth U.S. Circuit Court of Appeals in Richmond or would not present a strong case for preserving the rule.

The federation's petition asked the appeals court for a rehearing on its order to vacate the hearing conservation amendment to the federal noise standard. OSHA has filed for a rehearing by the full Fourth Circuit appeals court.

Under the amendment, employers are required to monitor workplace noise levels, give workers baseline and follow-up hearing tests to determine hearing loss and provide training and hearing protectors if workplace noise exceeds 85 decibels (85 dB) averaged over eight hours. The permissible exposure level under the noise standard is 90 dB.

The majority on the three-judge appeals panel held that the hearing conservation rule was invalid because they said it required employers to be responsible for workers' hearing loss from non-workplace hazards. The suit was brought against the Labor Department by the Forging Industry Association.

Announcing the AFL-CIO's petition for a rehearing, Margaret Seminario, associate director of the AFL-CIO Dept. of Occupational Safety, Health and Social Security, said, "It may be true, as the court said, that Americans can suffer hearing damage somewhere other than on the job. But the OSHA standard deals with workplace noise and occupational hearing loss, which afflict millions of workers."

Unions also have expressed concern that, if the decision is allowed to stand, it could set a precedent with widespread effects on other workplace standards.

Another union official said the ruling implies that "unless exposure to a hazardous substance is exclusive to the workplace, you can't impose a safety standard."

"You could apply that logic to standards on lead, benzene, asbestos and even radon gas—all of which we are exposed to in our everyday lives."

On the same day the AFL-CIO requested the rehearing, 14 consumer and professional groups concerned with hearing impairments petitioned President Reagan to instruct OSHA and the Justice Department "to move vigorously to protect this regulation and appeal this decision."

Reinstatement of the hearing conservation amendment will benefit millions of Amer-

icans by preventing hearing loss, future disability and increased health care costs, the groups said.

**Health hazard**—IAM members and others who do machining, grinding or other work that involves metalworking fluids may be exposed to suspected cancer-causing agents, reports the Environmental Agency (EPA).

Metalworking fluids may contain a variety of corrosion inhibitors containing two chemicals, amines and nitrates, which may form nitrosamines when the two combine.

Nitrosamines cause cancer in laboratory animals and are suspected of causing cancer in humans. Everyone is exposed to some nitrosamines from a variety of sources in everyday life, the EPA notes.

Machinists, however, who use fluids containing the chemicals may be exposed to as much as 100 times more nitrosamines daily than the average person gets from all other sources.

A recent EPA advisory recommends that machinists should avoid skin contact with metalworking fluids containing nitrates and should avoid breathing mists or fumes.

Ideally, workers should avoid using such hazardous fluids, the agency warns, but if absolutely necessary, shields and

faceguards should be used to reduce mists or splashed fluids.

Shops should have effective forced ventilation in place to minimize inhalation. Clothing permeated with the metalworking fluids should be laundered as often as possible. Impervious aprons should be worn to avoid contact. Rubber gloves provide limited protection, but should be replaced often—since the fluids penetrate many kinds of glove material.

**NSC reminder** — Delegates to the IAM's recent convention overwhelmingly endorsed a resolution urging IAM Locals and Districts to affiliate with the National Safety Council and its Labor Division.

The IAM was a charter member of NSC's Labor Division and former IAM President Roy Siemiller served as president of the organization, as have numerous IAM members. One of those is Herb Johnson of Local 1650, Wichita KS, which introduced the resolution.

"The NSC Labor Division has made major contributions to safety, both on and off the job," Johnson says.

With the Reagan administration committed to gutting the Occupational Safety and Health Administration, workers need all the help they can get in health and safety matters.

## Retirees *Reagan eyes Social Security*

Senior citizens and the organizations formed to represent them have sharply criticized President Reagan for his recent hedging on his campaign pledges not to tamper with Social Security benefits.

Reagan said at a recent news conference that "if an overwhelming bipartisan majority in Congress" wanted to eliminate next year's Social Security cost-of-living adjustment as a means to reduce the federal deficit, "I would have to look at it."

A spokesman for the National Council of Senior Citizens, an organization which includes many retired IAM members and other union retirees, said Reagan has done "another of his flip-flops on Social Security."

William R. Hutton, NCSC executive director, said: "Reagan himself has acknowledged that 'Social Security trust funds are running at a surplus and have nothing whatever to do with the deficit.'"

"Given these facts," Hutton said, "it is mind-boggling that the President or the Congress would even consider such a harsh and unfair plan."

Hutton said, "Statistics just released by Data Resources show that a one-year delay in the Social Security COLA would push an additional one million senior citizens below the poverty line."

Hutton said the NCSC would hold every member of Congress accountable on this issue and, if necessary, will "lead its members into the streets in protest against any attempt to freeze the COLA."

Some influential Senate and House Republicans, including Senate Majority Leader Bob Dole (R-Kan.), have suggested scrapping next year's Social Security COLA as part of a comprehensive spend-

ing "freeze" that would help reduce budget deficits. Most Congressional Democratic leaders have been cool to the idea.

This year's COLA, a modest 3.5%, has already been swallowed up by rising health care costs. Medical inflation has been running about 10%, far above the rate of inflation for other goods and services.

Since older people require more medical care than younger people, benefit increases don't actually cover the real increase borne by elderly persons.

The increase amounts to an average \$15 a month, but the co-pay-

ment for Medicare hospital insurance has risen 12.4%. Beginning this year, the deductible for the first day of any hospital stay—which must be paid by the patient—is \$400. That's an additional \$44.

At the same time, the premium for Medicare Part B, medical insurance, jumps to \$15.50 a month, a 6% increase over 1984.

While the COLA is certainly welcome, it's clear that it's not covering the real cost-of-living increases senior citizens are paying. Until the President and Congress do something to effectively control medical costs, older people will continue to fall behind.

It's something to work for in 1985.

### **Retirees must supply address to IAM Local, District by March 1st**

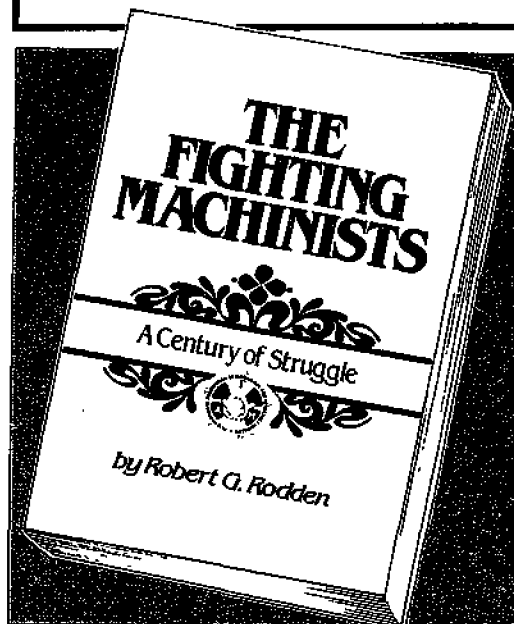
Retired IAM members, who want to remain on their union's mailing list, must contact their IAM Local or District financial officer or secretary-treasurer before March 1, 1985. Members must supply their current correct mailing address and social security number.

**This requirement applies even if the correct address of the retiree is now on file with the Local or District. Failure to comply annually with this provision will result in recall of the member's retirement card and lapsing of his or her union memberships.**

The IAM Constitution was amended by Convention action of delegates in 1976 to require this procedure. It was done so that locals and districts could keep in better touch with retired members, assure that they receive any and all benefits which may be due them, and to help reduce the high and increasingly costly maintenance of outdated or mailing lists.

Notification is not required of members holding Exemption Cards or Life membership Cards.

## *The proud history of a proud union*



It is the story of an epic struggle to win economic dignity and social justice for working men and women. It is the story of an extraordinary union and extraordinary people. *The Fighting Machinists* is Robert G. Rodden's lasting legacy to thousands of current and future members of the IAM.

Rodden has captured the indomitable spirit of a proud union. As we draw closer to the IAM's centennial, Rodden reminds us the "eternal struggle for justice on the job is far from over." This handsome volume should be in every IAM library. It is destined to become a classic in labor history. It is available now from IAM Headquarters for a mere \$5. Simply fill out the attached coupon and drop into the mailbox. Checks should be made to GST Eugene Glover.

**The Fighting Machinists**  
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Washington, DC 20036

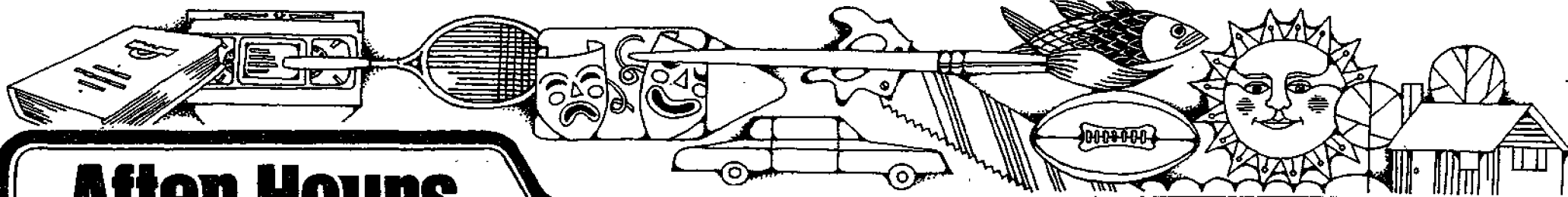
Please send me \_\_\_\_\_ copies at \$5.00 each. Enclosed is my check or money order for \$ \_\_\_\_\_. Make check payable to GST Gene Glover.

My Name (print) \_\_\_\_\_

My address (print) \_\_\_\_\_

City and State (print) \_\_\_\_\_

Zip \_\_\_\_\_



# After Hours

## Shop Sage

I don't want to brag, but here it is February and I've kept every one of my New Year's resolutions. I've kept them in a manila folder on the back of my workbench.

I wish they would quit saying that the White House is in disarray. To me, "disarray" will always be the way the Secretary of Labor is introduced in Jersey City.

I don't think Americans are really against the MX missile. They just don't think it's a good substitute for Social Security.

It kinda makes you think. In 1776 this nation dedicated itself to life, liberty and the pursuit of happiness. And here it is almost 209 years later, and what are we in pursuit of? Trivia...

The United States and Russia have resumed arms talks which means Reagan is keeping a campaign promise—Mondale's.

## Kitty Calipers' latest patterns



4862—Scallops are double attractive on dress. Printed Pattern, Misses Sizes 8-18. Size 12 (bust 34) takes 2 yds. 60 inch fabric.

4834—Skirt or culottes? Printed Pattern, Half Sizes 10½-24½. Size 14½ (bust 37) vest 1 yd. 45 inch; culotte 1½ yds; top 2½ yds.

For IAM families, patterns are offered at a special discount rate of \$2.00 each. And 50¢ for postage. Send orders to: IAM Pattern, Dept., 232 W. 18th St., New York, NY 10011. Please print clearly. Be sure to use your zip.

## Home Workshop



## Linen luxury

Laundering bath towels and bed linens will no longer be the same dull chore when you can store them in this lovely country-style linen closet. Rather than stuffing towels under the sink, taking up valuable room in your own closet, or simply for need of more storage space, keep your linens fresh and clean in this one-piece unit. Three large shelves on top and two smaller shelves on the bottom, plus a convenient drawer for soaps and other accessories, make this an efficient and attractive piece of furniture.

Measuring approximately 68" tall, 28½" wide, and 13¼" deep, it is built primarily of pine and plywood. Our easy-to-follow plan offers step-by-step directions and photos, exploded diagrams, a shopping schedule and a cutting schedule. To obtain COUNTRY-STYLE LINEN CLOSET, Plan #735, please send \$3.95 (includes 1st class postage and handling).

Also available for the ambitious home-remodeler who wants to completely re-do the bathroom is a 160-page idea book entitled DESIGN, REMODEL AND BUILD YOUR BATHROOM, #FM1, \$7.95. Our latest PATTERNS FOR BETTER LIVING catalog, picturing over 700 woodworking and handicraft projects, is only \$1.95. California residents please add 6% sales tax. Send check or money order to Steve Ellingson, c/o Machinist Pattern Dept., P.O. Box 2383, Van Nuys, CA 91409.



## Springsteen at work

One of the few rock musicians whose lyrics talk about the dreams, aspirations and realities of working people, Bruce Springsteen's exhilarating live concerts and vibrant rock music have made him a superstar. Springsteen also acts on his convictions, donating thousands of dollars to union and community food banks and aid to the unemployed and urging his fans to contribute as well.

## Consumer Watch



Mrs. Esther Margolius  
IAM Consumer Expert

## Food storage and food care

With the recent rise in food prices, care in storing and keeping food at home is more urgent.

Where you store your foods will have a big impact on how long they remain fresh and safe. Cabinets under the kitchen sink or anywhere water pipes pass should be off limits to food. Possible insect and rodent infestation plus damage from water leakage make these areas unsuitable for food storage. Keep foods away from cabinets situated near heat sources such as stoves and radiators, since heat quickens spoilage.



Refrigerate all foods requiring refrigeration. Check food product labels for storage instructions. In addition, the Food and Drug Administration recommends that certain foods usually kept in the pantry be refrigerated after opening. These include peanut butter, syrups and honey. Syrups and honey are better protected from mold in your refrigerator. To soften peanut butter for use let it stand at room temperature for a while. If crystals form in refrigerated honey or syrup, place the containers in hot water before use.

Refrigeration won't guarantee indefinite food storage, of course. There are certain foods that should be used within one or two days of refrigeration, if they are to remain fresh. These include gravies, potato salad, poultry, fish, liver, kidneys and giblets.

Food placement affects air circulation and efficiency in the refrigerator. The coldest part of the refrigerator is the area nearest the freezing compartment. Milk, meats and most leftovers should be in that area. Foods should not be stacked, and the refrigerator shelves should never be covered with foil or any material that interferes with air circulation.

Freezer items require proper packaging. Everything should be wrapped securely in moisture-resistant materials—freezer paper, foil or freezer plastic wrap. For long-term storage, your freezer should be main-

tained no higher than 0 degrees F. Keep a thermometer on hand for ready checking. Also check around sealer gaskets on doors for leakage. The dollar bill test is suggested: Close freezer or refrigerator door against a dollar bill. If the bill slips out easily, it's time for a new door gasket.

The keys to a good food storage plan are product rotation, proper packaging and clean shelf areas. Relocate older items towards the front of your shelf to insure they are used up first. Many canned and packaged items are freshness dated. If some cans are coded rather than clearly dated, mark them with the date of purchase before you store them. This applies to refrigerated and frozen items as well as canned goods.

Dried foods including cereals, flours, fruits, nuts and vegetables should be carefully stored to avoid insect problems. Avoid storing these items near stoves or radiators. Transferring items such as flour and cereals into airtight containers will keep bugs away and prolong shelf life.

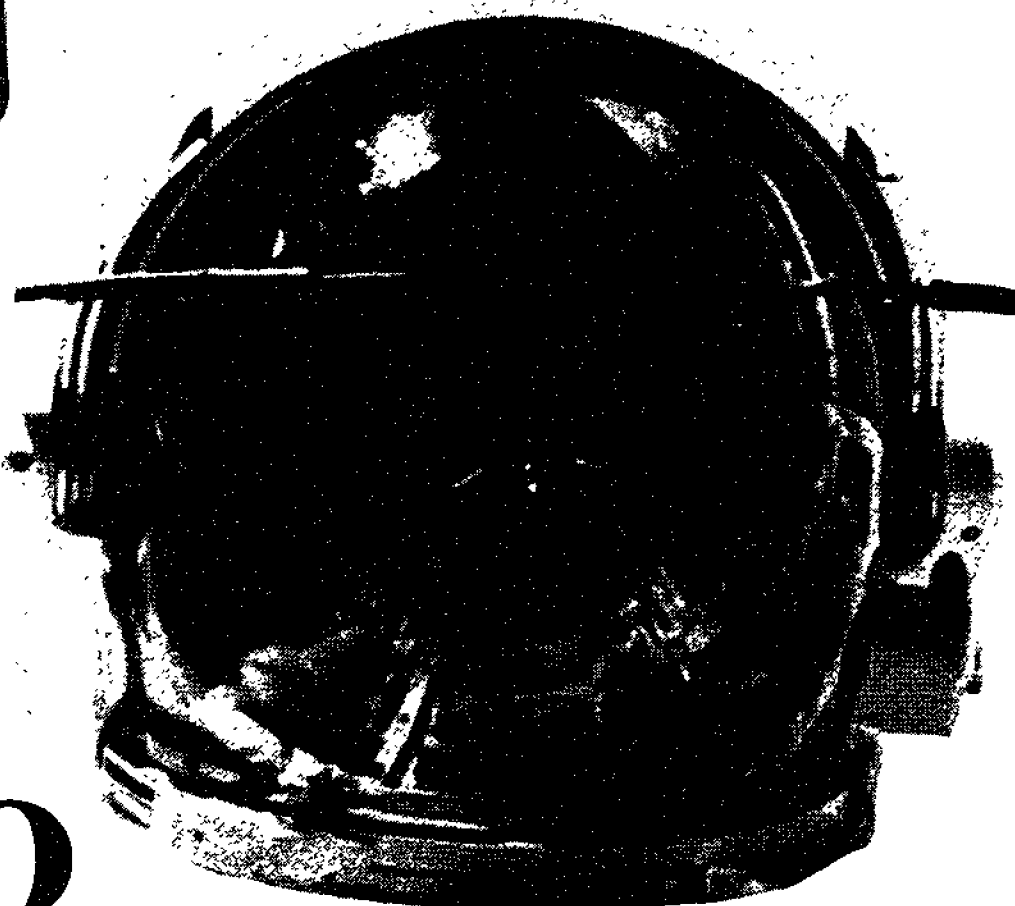
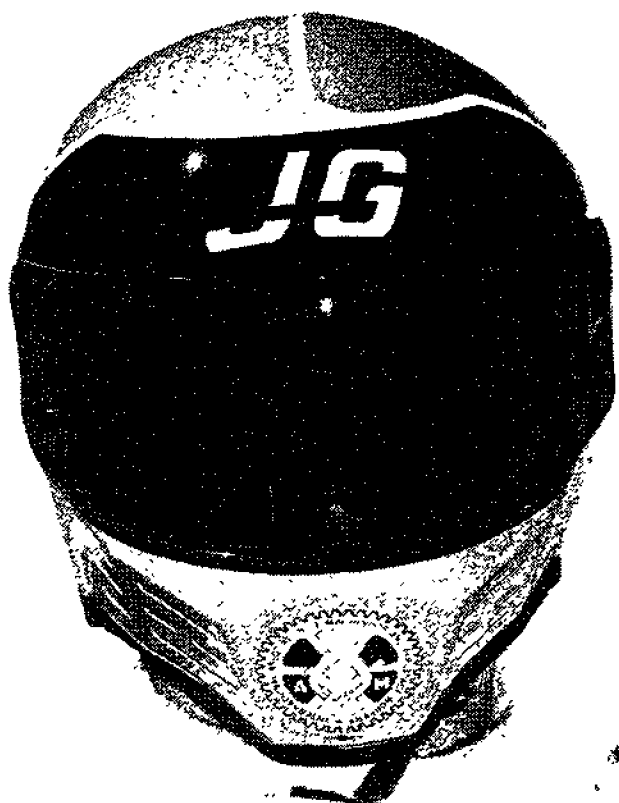
There are some danger signs to look for when checking for spoiled food. Cans or jars that stick to shelves or have bulging sides are trouble; this indicates leaks and possible bacterial contamination. Throw them away—carefully. Always keep cans clean and dust free. Dirt or other foreign matter on the can will be pressed into the food when the can is opened.

The FDA warns consumers against "taste testing" suspect foods. You don't have to swallow the food to be poisoned by the toxins produced by certain types of bacteria. In some cases, even the food's taste is no indicator of safety.



The USDA offers three key rules for safe food handling: "Keep food hot. Keep food cold. Keep food clean. Under most circumstances, following these rules, coupled with the exercise of good common sense, will protect you from food poisoning."





# What do an astronaut and an Indy-car driver have in common?

**Skill, teamwork and purpose.**

Astronauts and Indy car drivers are skilled. Years of training, hard work and dedication made them that way. They're also part of a team, without which little success could be achieved no matter how skilled they might be individually. And in order to succeed a person—or an organization—must have purpose.

Skill, teamwork and purpose. That's the International Association of Machinists and Aerospace Workers (AFL-CIO).

For nearly 100 years our skills at the bargaining table have helped millions of American workers and their families enjoy a better life. The Machinists Union is also a team, working together on the job and in thousands of communities for one purpose: a better life for all.

On the race track or in outer space, in more than 350 industries in the USA, Canada, Puerto Rico, Guam and Panama we're committed to making today and tomorrow better for everyone.

Come join us.

This is a one-color reprint of the IAM's four-color race car ad and poster, which will be available later this month. The poster is designed to fit union bulletin boards in shops and factories and to be used in high schools and trade schools. If your local would like to help place these attractive posters in your community, write IAM Communications Dept., 909 Machinists Bldg., Washington, DC 20036 and tell us how many posters you need.

**International Association of Machinists  
and Aerospace Workers (AFL-CIO, CLC)**

1300 Connecticut Avenue, NW  
Washington, DC 20036  
(202) 857-5200

**William W. Winpisinger**  
*International President*

