

# the Machinist

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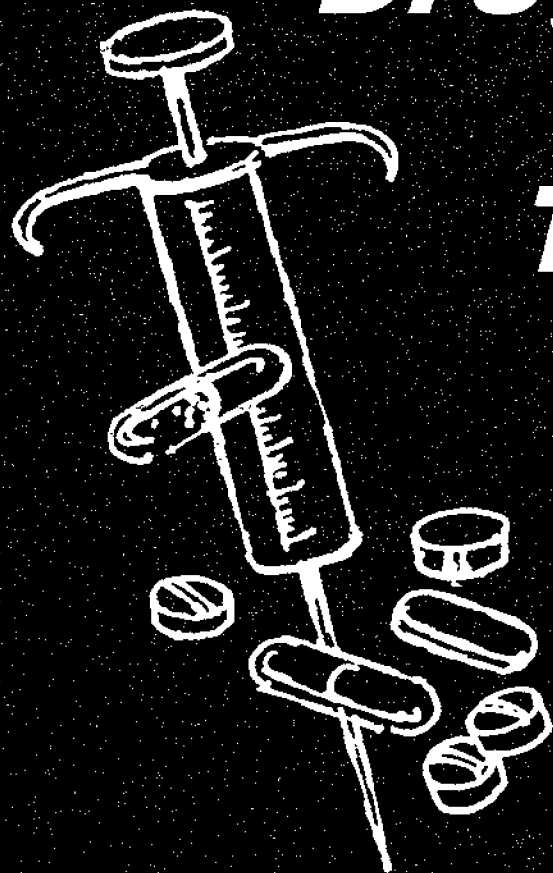
## Executive Council Restructured

# IAM Reorganizes Organizing

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## *Drugs in the Workplace:*

## *The Testing Dilemma*



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## Report from South Africa

# IAM Witness to Apartheid

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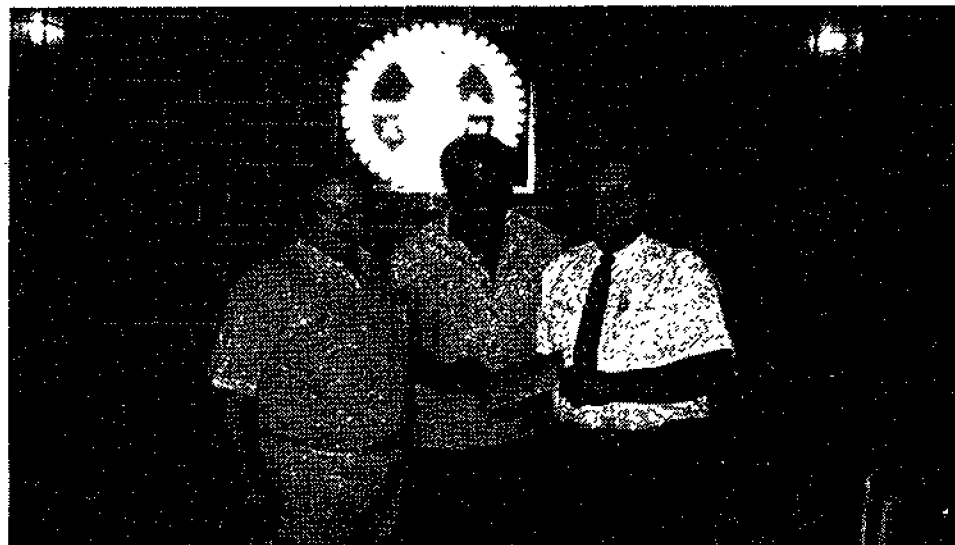
THE MACHINIST Is Read by More than 3,000,000 in all of the 50 States, Puerto Rico, and Panama

## Individual effort nets \$1,210 from MNPL sponsors

Bill "Big Man" Hanes, a former officer of IAM Local 2444, Winston Salem, NC, went on a one-man crusade to make his local number one in MNPL sponsoring members. That personal effort netted MNPL \$1,210 in sponsoring members as of the end of May.

Scott Garrett, directing representative of the local, reports that since Hanes is on sick leave, the local has picked up the challenge and mounted an all-out effort to make his dream come true.

In photo, from right, Hanes presents check to Earl Robinson, assistant director, IAM Legislative and Political Action Dept. as Charles Massey, president North Carolina State Council of Machinists, looks on.



## Dispatch from the Capitol...



☐ **Republican mischief continues**—GOP members of Congress, particularly Republicans in the Senate, are continuing their campaign to aid and abet the President in destroying many worker rights, as the article below reveals.

In fact, a recent study by the Joint Economic Committee of Congress shows that since President Reagan took office there has been a nearly 50% slash in federal funding of employment and training programs, coupled with a sharp decline in the percentage of jobless receiving unemployment assistance. Meanwhile, basic worker protections are being chiseled away, particularly in the U.S. Senate where the President's friends are in control.

☐ **Senate stalls on detector protection.** One example of this destructive delaying in the Senate is the Polygraph Protection Act of 1986 (S. 1815), which is blocked in the Senate Labor and Human Resources Committee.

That protective legislation passed the Democratic controlled House handily. But Republican foes of workers such as Sen. Strom Thurmond (R, SC), and Reagan crony Sen. Malcolm Wallop (R, WY), have blocked the legislation from moving out of committee. They call the legislation, "abuse of federal power and unnecessary interference with state regulation."

There is, of course, very little state regulation, and in most cases none at all. Because of crippling amendments by Republican Senators such as the destructive duo mentioned above, committee action on the bill is now delayed until at least July 30. So you still have time to write your Senator in support of the legislation.

☐ **Acting on safety**—A coalition which includes the IAM, other unions and environmentalists has urged Congress to ignore the President and pass key legislation aimed at alerting workers identified as being at increased risk of occupational disease. The coalition also is urging Congress to block attempts to undermine the Superfund bill.

The action was taken in Washington, DC, at the fourth annual convention of the OSHA/Environmental Network attended by more than 130 delegates.

IAM President William W. Winpisinger, in a major speech, said that the nation and Congress must terminate the Reagan team which has turned the power of the executive branch of government away from protecting workers and toward protecting the corporate bosses who put them in power.

## the Machinist

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## Meetings

**OHIO** Machinists State Council will meet July 12-13, Sheraton-Columbus Motor Hotel, Columbus, OH, Philip Zannella, sec.-treas., reports.

**IAM TOOL & DIE CONFERENCE** and **IAM MACHINERY AND MANUFACTURING CONFERENCE** will convene August 19-22, Bally's Grand Hotel (formerly MGM Grand), Las Vegas, NV, Raymond Kucharski, sec.-treas., reports.

**NEW YORK** Machinists State Council will meet, September 26-27, Holiday Inn Arena, Binghamton, NY, Gerald Roberts, sec.-treas., reports.

**SOUTH CAROLINA** Machinists State Council will meet October 1, Myrtle Beach Hilton, Myrtle Beach, SC, James Davidson, sec.-treas., reports.



## Malott New Organizing Vice President

# IAM expands organizing commitment, consolidates Western Territories

The IAM Executive Council renewed its commitment to organizing this month by creating an international organizing department under the jurisdiction of a general vice president.

IAM President William W. Winpisinger announced that effective Sept. 1, the union's organizing program will be directed by IAM Vice President Jim Malott. The move also consolidates two western territories into a single territory under IAM Vice President Justin Ostro.

Malott, formerly in charge of the Northwest Territory, will direct the Organizing Department from Washington, D.C., with a national staff. The change underscores the IAM's official commitment to make organizing its top priority.

In a time of declining smokestack industries brought about by President Reagan's trade policies and multinational moves overseas, aggressive organizing is especially important. The IAM is not just intensifying its organizing efforts in its traditional jurisdictions. It will be directing more attention towards organizing

technical and professional workers, and workers in service and lower skilled occupations.

Because of this focus, the IAM is training its leadership in dynamic, new organizing techniques. Phase one of this leadership training, completed last year, included two weeks of intensive organizing strategy workshops at Placid Harbor. IAM leadership is back this summer and fall for phase two of the comprehensive organizing training which focuses on obtaining that first contract after the ratification vote.

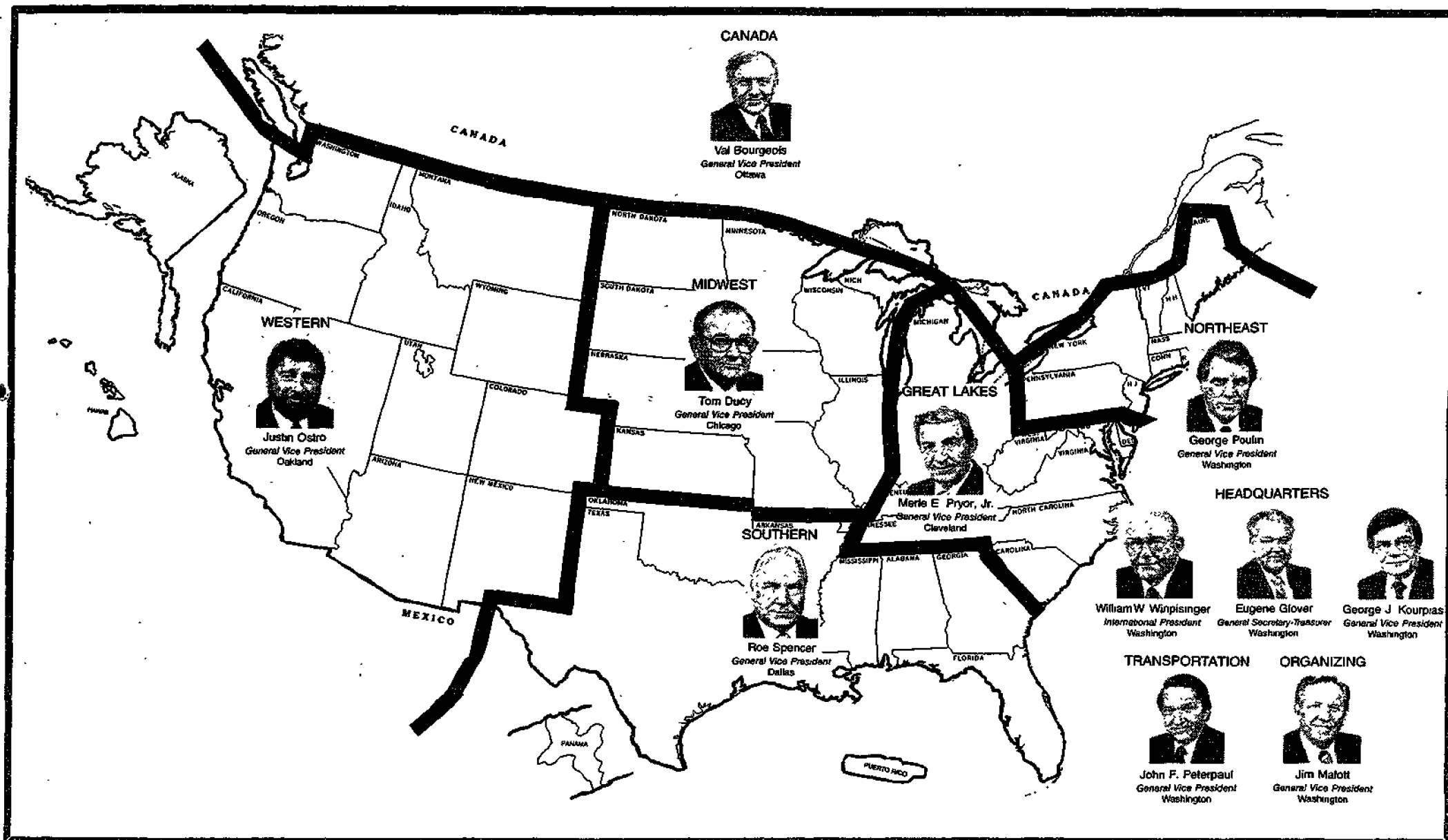
As part of the union reorganization, the IAM Northwest and Southwest territories will combine to form a single Western Territory under Ostro. Headquarters for the new territory will move north to Oakland, CA, to be more centrally located. This newly created created Western Territory will contain 13 U.S. states, making it geographically the largest IAM territory. This change will also consolidate jurisdiction over more of the aerospace industry. It unites Boeing, the IAM's largest aerospace company, with most of the IAM's

other aerospace corporations, under a single vice president's jurisdiction.

IAM/CARES, the union's disabled workers program, which formerly shared a department with organizing, becomes a separate department. Charles Bradford will continue to direct the program, which has shown impressive growth in recent years.

The reorganization follows on the heels of other IAM organizing efforts, including a recently-produced videotape, "Winning by the Book". The production documents a successful union organizing drive at Economics Laboratory, in Joliet, IL, where the new organizing strategy was used.

A recent organizing victory will add more than 5,000 TWA reservationists to the IAM family. According to Malott, it's all part of a new trend. "We're going to expand our organizing efforts even more," he declared. "We're spreading the word even farther — 'It doesn't cost to belong to the IAM, it pays!'"



## IAM/CARES: A heartwarming success story

On July 1, the IAM's new Center for Rehabilitation and Employment Services (IAM/CARES) will separate from organizing to become an independent national department, continuing under the direction of Charles Bradford.



Bradford

During a time when federal social programs are being slashed by the Reagan axe, IAM/CARES runs three successful federal programs with total funding in excess of \$3,300,000, over the past five years. Funding has increased a staggering ten-fold since the first location

was opened in 1981. This year's grant will help administer 17 locations across the U.S.

The separate federal programs mandate the IAM to help train and find jobs for people on social security disability, help place youth from public school "special education" classes, and work with government and industry to place disabled workers.

IAM/CARES brings together people with disabilities looking for jobs, and employers looking for qualified workers. It assists disabled workers with training, placement, adjustment and modification of jobs when needed. Approximately 2,000 workers have been placed in jobs since 1981, with an average annual income of more than \$14,000. Three-

quarters of those workers are classified as "severely disabled".

"We take great care in placing the participants so it can be a rewarding experience for everyone," says Bradford. "We believe that a person appropriately placed, will be as productive as a worker without a disability," he added.

The IAM contributes a full-time director to run the programs, plus all the resources of the national IAM network and contacts, estimated to make up 40% of the three programs' budgets. Federal grants account for the remaining 60% of expenses. To avoid waste, IAM/CARES taps the resources of government agencies and community organizations whenever possible.

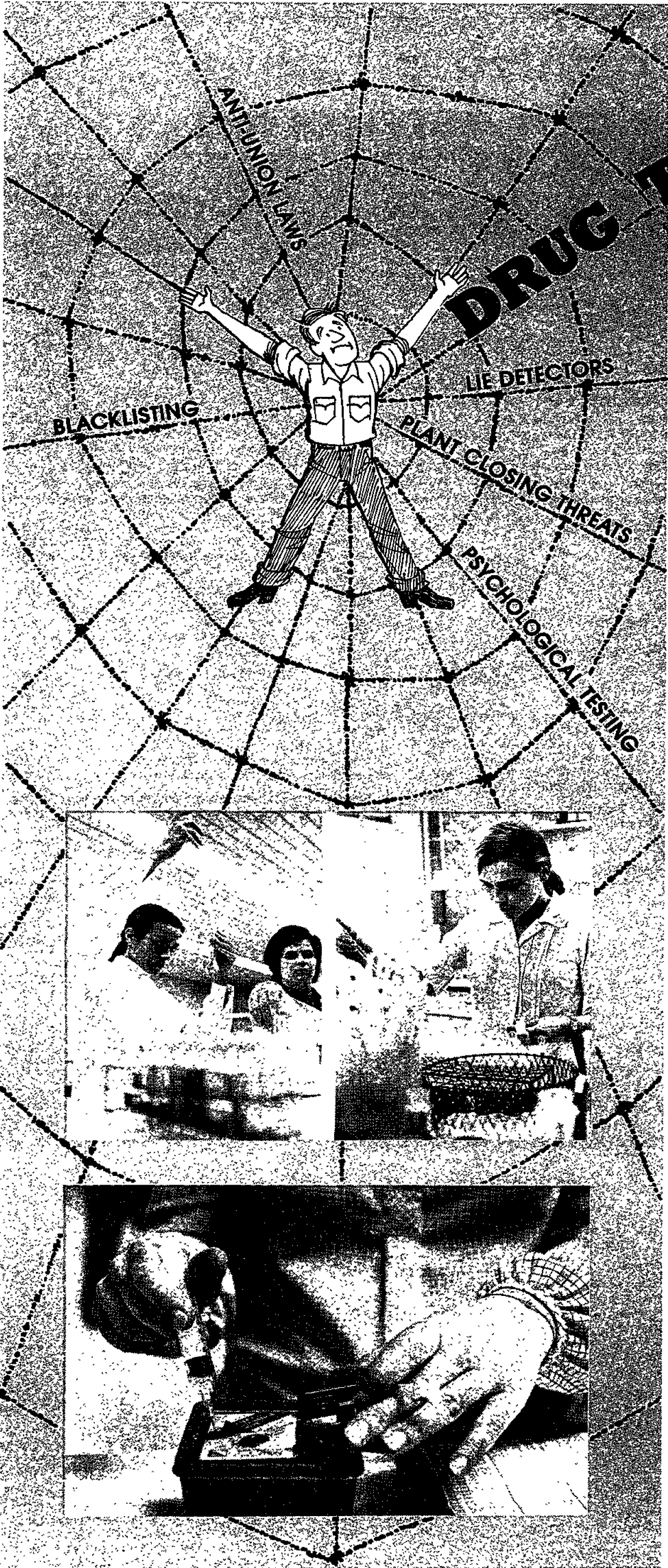
People with disabilities are referred to the programs by community and government agencies, IAM members, IAM shop stewards, other unions, company management, schools or any number of other sources. Some participants are IAM members who were injured on the job. Although a number of clients are IAM members, union membership is not required to participate in any of the programs.

Many individuals are placed in worksites not represented by the IAM, but attempts are made to place clients in organized shops whenever possible. The handicapped, especially, appreciate the advantages of union membership—advantages such as job security, decent pay, fringe benefits, and humane working conditions.

The IAM formed the Disabled Workers department in 1980 and renamed it in 1985. But the latest reorganization is a culmination of almost a century of helping the disabled. "It's only natural that the IAM would create this separate department for disabled workers," explains Bradford. "IAM/CARES upholds all three principles of the IAM motto: 'justice on the job, service to the community, and security for the family.'"

Bradford will direct IAM/CARES from Washington, D.C. with a national staff of five, and 17 administrators in 17 regional offices located in Seattle, Cleveland, Los Angeles, San Francisco, Dallas/Fort Worth, Wichita, Kansas City, Norfolk, Chicago, and Hartford/New Haven.





# DRUG TESTING



**T**he U.S. Navy dismissed midshipman Jeff Bellistri from the Naval Academy for alleged cocaine use. The Navy used a drug test as the basis for its action. Five weeks later, Bellistri won reinstatement because a polygraph test exonerated him.

The National Football League Players Association (NFLPA) proposed a comprehensive drug abuse prevention program which the union says safeguards the rights and privacy of the professional athletes NFLPA represents.

Baseball Commissioner Peter Ueberroth declared the national pastime virtually drug free as a result of its newly adopted drug testing program.

Indeed, a handful of well-publicized incidents in professional sports focused media and public attention on drug and alcohol abuse. That focus quickly shifted to the workplace, posing serious problems for workers and for their unions.

**C**orporate America leaped onto the testing bandwagon, with an estimated 25% of Fortune 500 companies now screening job applicants, or currently employed workers, for drug or alcohol abuse.

President Reagan's national Commission on Organized Crime recommended that employees of the federal government and private firms that do business with the government be tested regularly—through urine specimens—for drug and alcohol abuse.

The Commission said trafficking in illegal drugs amounts to \$110 billion annually, and costs American businesses up to \$100 billion a year in doubled accident rates, health care costs and absenteeism.

Members of the Army, the Navy, the U.S. Drug Enforcement Administration, Customs Service and General Services Administration are required to submit to drug testing now.

Within three years, some experts predict, all federal employees will be subjected to the tests.

"The president's commission announcement was a message to Corporate America that it was OK to consider drug testing in the workplace," said Michael Territti, marketing and sales director for Compuchem Laboratories, a urinalysis testing firm.

Such testing laboratories—whose sophisticated urine tests

allegedly can detect traces of marijuana for up to a month and cocaine for up to a week—have benefited from recent interest in workplace testing.

Prices range from \$10 to \$90 per test, depending on the sensitivity of the test.

Compuchem, which gets some 40% of its business from drug testing programs, has seen its overall sales increase from \$4.8 million in 1983 to \$8 million in 1984 and \$13.6 million in 1985.

"First they said you had to wear a necktie. Then they said you couldn't play Frisbee in the company lunch room. In the future, you might have to appear at work with not only your lunch box, but with your specimen bottle," is how one civil liberties attorney responded.

**B**ut the problem is much deeper and much more serious than that flippant response indicates.

"We do not condone drug or alcohol abuse in any way, shape or form," stressed IAM President William W. Winpisinger. "At the same time, we absolutely cannot—and will not—condone invasions of privacy or any other abuses employers may use against our members in violation of the collective bargaining process."

The potential for such abuses is enormous.

Granted, workers impaired by drugs or alcohol can cause injury to themselves or to their co-workers. They are less productive, and they contribute to higher health care costs.

But, to keep the matter in perspective, the great majority of working men and women do not have drug or alcohol abuse problems.

**T**he IAM believes any drug—alcohol screening program must meet certain standards. They include:

- Any drug or alcohol screening program should be rooted in legitimate and well-founded concerns for workplace safety and job performance alone.
- Individual privacy rights should be safeguarded whenever possible.
- The IAM opposes any unilaterally imposed drug or alcohol screening program. That is any program imposed without honest and forthright collective bargaining negotiations.

# A workplace dilemma

- Tests should be based on probable cause or reason to believe that a worker's actual or alleged impairment affects job performance or workplace safety.

- The accuracy of drug tests is questionable and an area for potential challenges.

- Workers with abuse problems must be given the opportunity to enter a rehabilitation program and there must be an established system of progressive discipline.

In the hysteria of the moment, many employers attempt to bypass the collective bargaining process and require mandatory screening. Many also impose punitive programs which ride roughshod over the rights and dignity of workers and are unnecessary to secure a safe and efficient workplace.

Some critics see this scatter-gun approach to substance abuse as another management tool to exert even more control over the workplace—in much the same manner Corporate America has used blacklists, so-called right-to-work (for less) laws, plant closing threats and concession bargaining demands for the same purpose.

Under the best of circumstances, even the most sophisticated tests administered by the most responsible employer and evaluated by the most responsible laboratory only detect the substance and not the degree of use nor any possible abuse.

At the same time, these tests are far from foolproof.

**A**lthough laboratories like Compuchem use sophisticated testing procedures and claim a high percentage of accuracy, a study by the Center for Disease Control found problems.

That government agency sent urine samples spiked with a variety of drugs to 20 different testing laboratories. The agency set 80% as its accuracy "confidence level," but in tests for amphetamines not one lab could meet that level.

"These tests do not catch all the bad guys," according to Barry Steinhardt, an official with the American Civil Liberties Union (ACLU). "There is evidence to suggest there are more false negatives than false positives and, like polygraphs, drug tests may be giving employers a false sense of security."

"I think drug testing is a fad. They're still not good enough."

Dr. William H. Anderson, an academic physician who teaches at Harvard and Tufts Universities, said this in a recent newspaper interview:

"In the case of drug testing, 90% accuracy would be considered unusually good. . . . Let's suppose we had a test with an accuracy of 95%. That is, once in every 20 times, it gave the wrong answer.

"Now use the test on a large group of people being screened for drug use. . . . Assume no more than 1% of them are actually guilty. Screening them with this 'very accurate' test will falsely accuse five people for every true accusation, simply because of the rarity of the genuine criminal."

Now, what happens to the falsely accused worker?

In far too many cases, workers testing positive for drugs or illegal substances will be fired.

**T**hat's why the IAM insists on confirmation testing, controlled by the union, of any positive findings.

Surveys have found that at least six different brands of herbal teas sold over the counter contain traces of cocaine that will show positive on a urine test, according to Richard E. Dwyer of the George Meany Center for Labor Studies.

To date, more than two dozen psychoactive substances have been found in herbal products sold over the counter. Some over-the-counter asthma medicines contain small amounts of phenobarbital, an illegal substance.

"Positive tests may result not only because of test error and/or human error, but also because workers ingested a product thought to be completely safe," Dwyer added.

Many companies boast of Employee Assistance Programs (EAPs) prepared to handle the wide range of difficulties that arise at the workplace. Obviously these programs function best when administered by the union or are truly a joint labor-management undertaking.

An EAP which is not a paper program nor just another step in the discipline procedure (oral warning, written warning, EAP, and finally discharge) but genuinely provides help for a worker must be considered a positive program.

Identifying work-related problems, and then directing that worker to professional help is one answer to protecting worker rights and ensuring a safer workplace, Dwyer believes.

The AFL-CIO and its affiliates, including the IAM, have long promoted prevention and rehabilitation programs in the workplace and in the community.

Unions have sponsored institutes on alcoholism and drug use, trained union volunteer counselors to offer guidance and referrals to troubled workers, supported community facilities for treating victims of drug and alcohol addiction, and established on-the-job treatment programs.

"Drug addiction and alcoholism are illnesses," the AFL-CIO Executive Council said in a recent statement. "Those suffering from these diseases need treatment, not punishment."

Now the Pentagon is considering policies forcing defense contractors to conduct drug tests. But consideration of those policies is being pre-empted by contractors already employing such testing programs.

While the Defense Department has no written policy urging contractors to test workers for drug use, several officials are quietly spreading the word that the Pentagon may soon enact one.

That would follow Pentagon approval last year of the military services' testing of civilian employees for drug use, reports *Defense Week*, a respected industry newsletter.

**"C**ompanies interested in getting government contracts . . . may feel it (drug testing policies) will give them an advantage in any contract award," the newsletter quotes a senior Pentagon official.

The Pentagon would like nothing better than for contractors to draw up drug testing policies on their own, the newsletter continued. That way, officials said, the government would not be subject to lawsuits and huge drug testing bills.

Robert Buffenbarger is chairman of the bargaining committee for IAM Local 912, which represents more than 1,200 workers at the General Electric facility in Evandale, OH. General Electric is a defense contractor which has such a program.

"The younger workers are more prone to drugs, the older ones more prone to alcohol," he said. "Each considers the other worse."

"We like an atmosphere clear of both and with good, level-headed people on the job."

He's not sure government knows how to accomplish that.

The government, Buffenbarger believes, is . . . "in a state of panic over a very real problem, and, typical of panic is an attitude of 'Damn the Democracy, Let's go for a total totalitarian type of protection.'"

"It seems to be the spirit of the land right now," he said.

"It's frightening."

## What's sauce for the goose . . .

This article is excerpted from *LABOR*, the newspaper published by a consortium of rail industry unions including the IAM. Rail carriers have attempted to unilaterally impose drug and alcohol testing for some time—a move rail unions have resisted bitterly. A recent Supreme Court decision allowed the industry to institute the program. The article points out the inequities involved in the program.

A few issues ago, after the U.S. Supreme Court allowed the Federal Railroad Administration to implement its controversial drug and alcohol rules for railroad workers, *LABOR* Newspaper warned that "such rules cannot apply to only one segment or class of workers." However, the wreck of a steam train at Suffolk, Va., with Norfolk Southern Chairman and Chief Executive Officer Robert B. Claytor at the controls, shows that the FRA wears blinkers when it comes to applying the rules in the executive suite.

Simply put, Claytor was not tested, even after an accident that injured upwards of 200 people—the most serious rail passenger wreck since two Amtrak trains collided in Queens, N.Y., in July, 1984, killing one passenger and injuring 115. As we understand it, the FRA chose not to test Claytor because it accepted the Norfolk Southern claim that the damage caused in the wreck did not meet the \$500,000 minimum necessary to prompt mandatory alcohol and drug testing.

In addition, an official of the Brotherhood of Locomotive Engineers was told the FRA felt no need to test Claytor because he is a "teetotaler." We accept that the NS chairman does not abuse alcohol or drugs. But we think he should have been tested.

When a tornado derailed a Cotton Belt train in Arkansas in March, the entire crew was tested for alcohol and drugs. And there was evidence that wreck, too, fell below the \$500,000 damage minimum. If high winds are enough to subject a union crew to testing, then a passenger train wreck that injured more than 200 should be sufficient grounds to subject the engineer of that train to testing, even if he happens to be the railroad's chief executive officer.

The Norfolk Southern wreck also brings to light another irony in the FRA's alcohol and drug rule: It doesn't mention passengers. There are three main criteria for mandatory drug and alcohol testing: the \$500,000 damage minimum, a railroad employee fatality and/or the leakage of hazardous materials. Nothing about fatalities or injuries to passengers. Conceivably, a passenger train could wreck, killing scores of passengers, and yet mandatory testing would not be invoked.

Chalk one up for the Reagan Administration's apparent passion for property over people. The alcohol and drug rule bears a striking similarity, in this case, to the recent Federal Emergency Management Administration recommendation that the things that should be protected in a nuclear war are government officials and property records; forget about this nation's citizens.

The Norfolk Southern passenger train wreck provides glaring proof that rail labor's opposition to the alcohol and drug rules is entirely justified. Part of that opposition is based on the contention that the rules violate the Fourth Amendment to the Constitution. The fact that Claytor was not tested shows that, as far as the FRA is concerned, Fourth Amendment rights extend to the boardroom but not to the workers on the line.



A Norfolk Southern train, operated by the carrier's chief executive officer, derailed in Virginia injuring some 200 passengers. The "engineer" was not tested for drugs or alcohol, despite rigid rail testing requirements. The train carried about 1,000 railroad workers and their families on a yearly outing.



# Consolidated

## This industry giant is no paper tiger

The next time you pick up a national news magazine or a mail order catalog, there's a good chance that members of IAM Local 655 in Wisconsin Rapids, WI, helped bring it to you.

These 260 members are employed by Consolidated Papers, Inc., one of the largest manufacturers of enameled printing papers in the world.

Among the company's premier customers are Time, Newsweek, Reader's Digest, TV Guide, National Geographic, Better Homes & Gardens, Family Circle, Sports Illustrated and Good Housekeeping. Catalogs for Sears, J.C. Penney, Spiegel and Miles Kimball are also printed on Consolidated paper.

Denis Kester, Recording Secretary for the local, reports that Consolidated Papers and the IAM go back a long way together. Local 655 received its charter from the International on Sept. 16, 1929, shortly after the Local was certified the bargaining representative for millwrights, mechanics, machinists, tanners, blacksmiths, roll grinders and welders at Consolidated.

The company itself was founded in 1894 by consolidating several small water powers on the Wisconsin River. In 1904, the Wisconsin Rapids Division began operations with the first electrically-powered paper machines ever made. Again in 1935 Consolidated Papers revolutionized the industry with the first coated paper ever manufactured in a single, high-speed operation.

Today, Consolidated is involved in a \$215 million expansion project, highlighted by the construction of a new paper machine. This new machine, when completed, will produce a sheet of paper 24-feet-wide at a rate of 3,700 feet-per-minute — or more than 1,000 miles of paper each day.

The expansion is expected to be completed by the end of this year, Kester said, adding:

"Local 655's craftsmen are very much involved in this expansion project and improvement program. In addition, they helped rebuild four existing paper machines during 1984 and 1985.

"That may not sound like much," Kester declared, "but consider this: two of those rebuilds cost more than \$15 million each."

In addition to the paper-making machinery, Consolidated's truck fleet logged 1.9 million miles in 1984. That fleet, as are all other motor vehicles owned by the company, is maintained by mechanics who belong to Local 655.

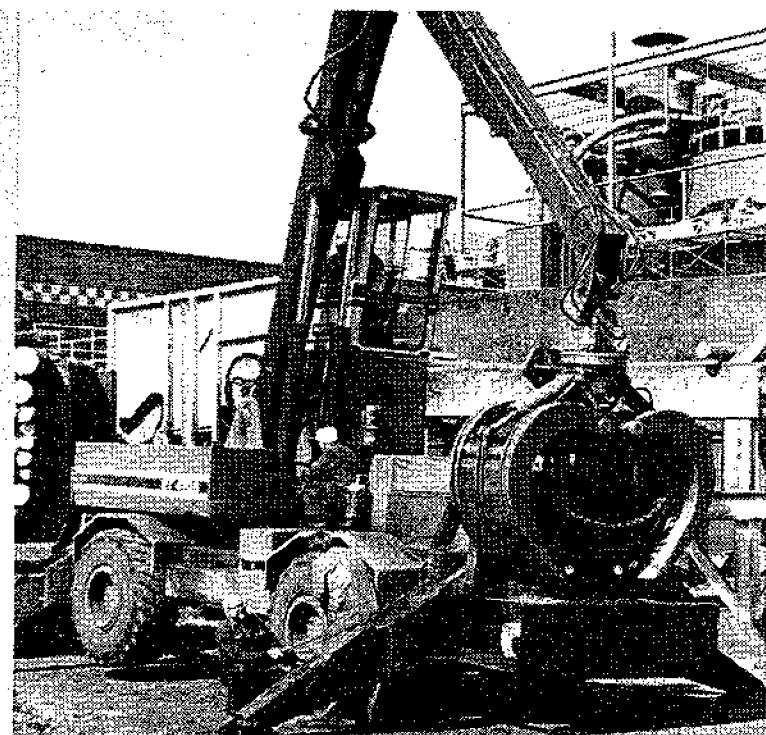
Last year, Consolidated consumed 523,000 cords of wood. Stacked four feet high, that's enough wood to stretch from Chicago to Minneapolis—or about 400 miles.

Much of the wood came from Consolidated's own timberland. These timberlands, which provide excellent wildlife habitat, are open to hunting and other recreational pursuits. The company's reforestation efforts include the planting of 3,770 acres with 3.6 million softwood trees during 1985.

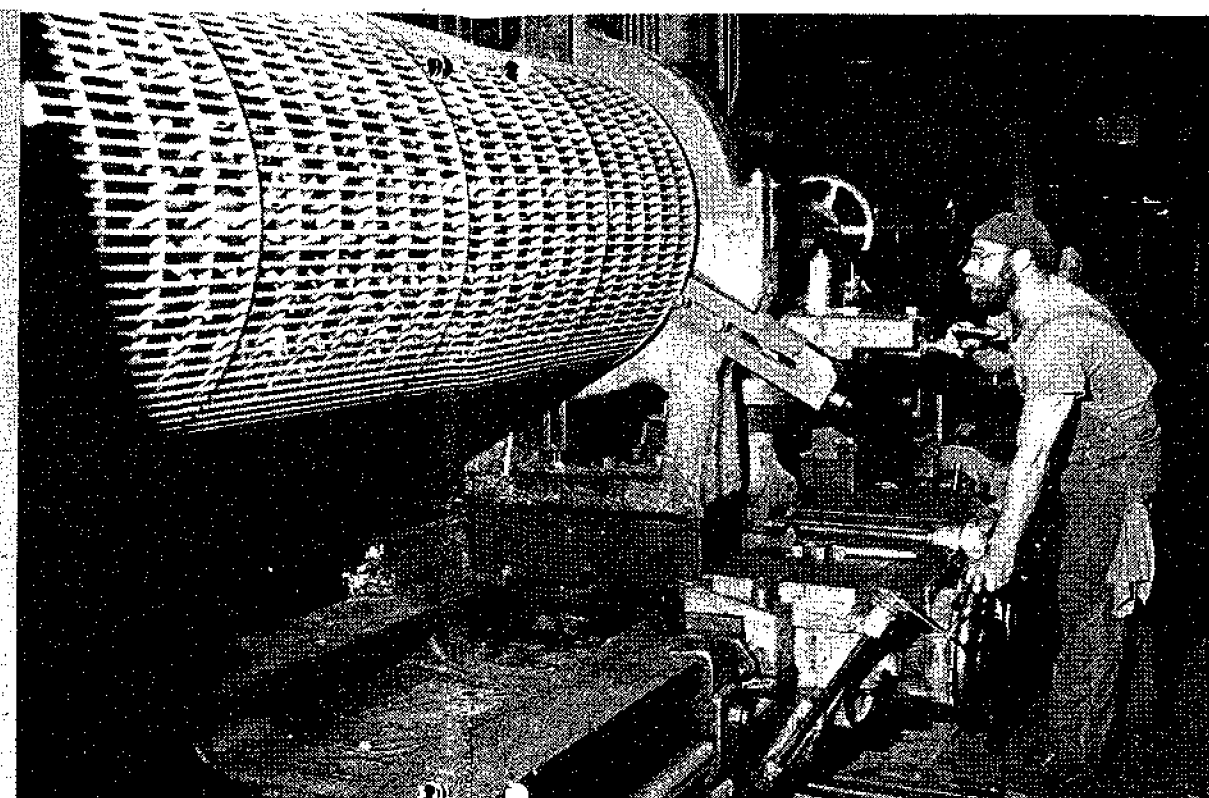
At Consolidated, safety on the job is more than a slogan. Kester reports that both the IAM and the company are committed to making safety equal to production, quality and cost. During 1985, the Wisconsin Rapids Division of Consolidated reached more than three million worker hours without a lost workday injury.

In addition, 28 IAM members are currently involved in indentured apprenticeship programs. There is a very active Apprenticeship Advisory Committee consisting of representatives from Local 655, the company and area Vocational, Technical and Adult Education centers.

So, next time you're enjoying an article in a national news magazine or ordering from your favorite catalog, you can salute members of IAM Local 655, who helped make it all possible.



**Timber handler**—Mechanics Vernon Shein, Irvin Hendricksen and Steve Hartleben work on a timber handling rig. The wood on the trailer in background is loaded onto a deck and is eventually processed in to paper.



**Water removal**—Machinist Don Greening turns the journal on a decker cylinder. This removes excess water from pulp stock, which is used to make paper.

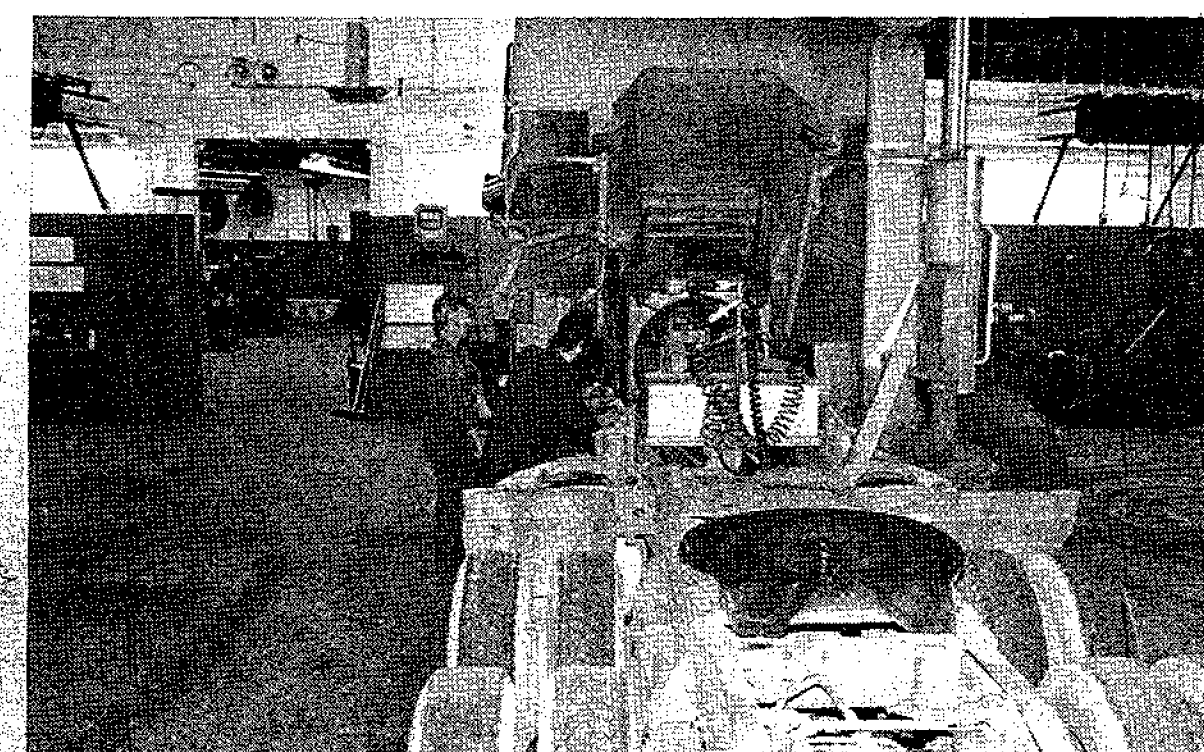
**Labor relations**—A long history of good labor relations at Consolidated Paper is maintained by frequent meetings between company and union representatives. Clockwise, I to r: George Keip, Jr., rep for IAM District 200, Wausau; Phil Knipple, Local 655 President; Ed Polansky, committeeman; Bruce Liezen, Local 655 Vice President; Harry Cain, Director of Labor Relations for Consolidated; Lawrence H. Boling, President & Chief Operating Officer; George W. Mead, Chairman & Chief Executive Officer, and James Casper, Human Resources Director.



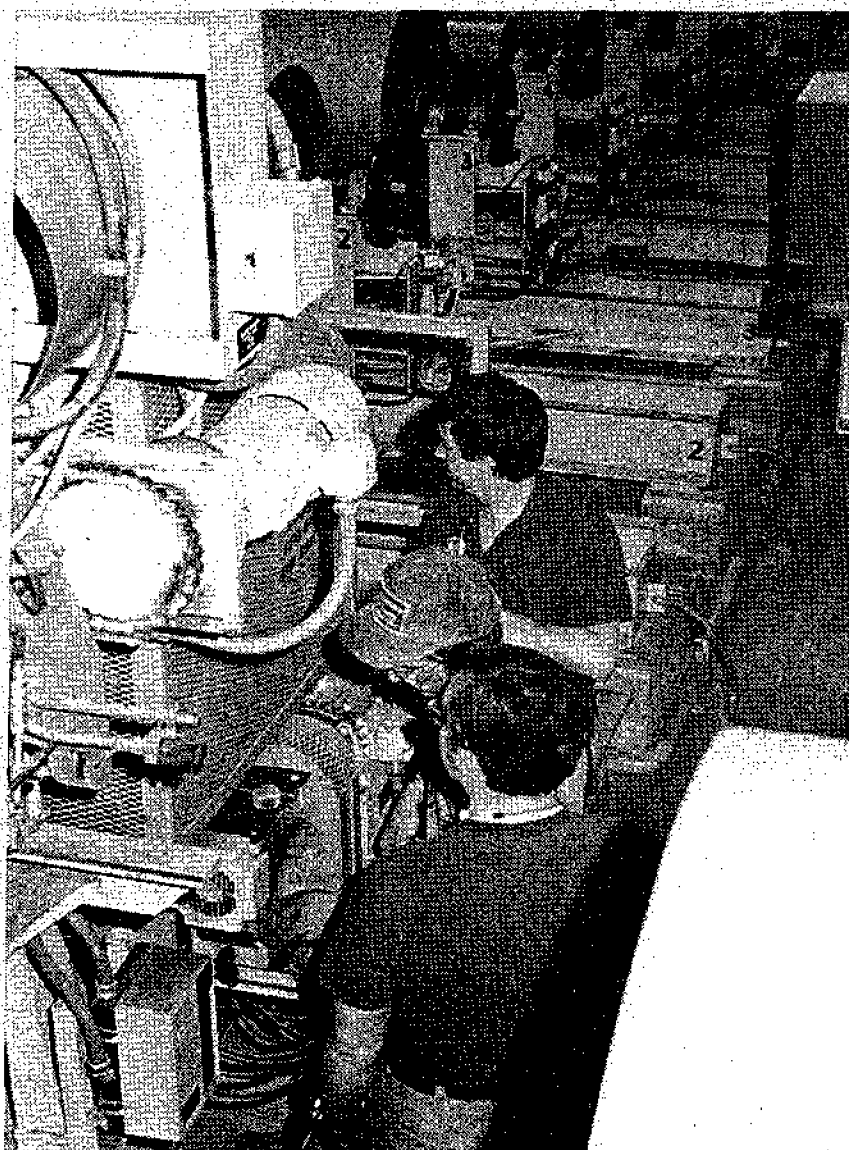
**Blacksmithy**—Dennis Kaminski is one of two blacksmiths employed by Consolidated Papers, Inc. They custom-make many brackets and parts for the complex paper-making machinery.



**Teamwork**—Millwrights Rodney Breit and Charlie Huisheere check for proper placement of a large beam while welder Denis Kester prepares to tack it in place.



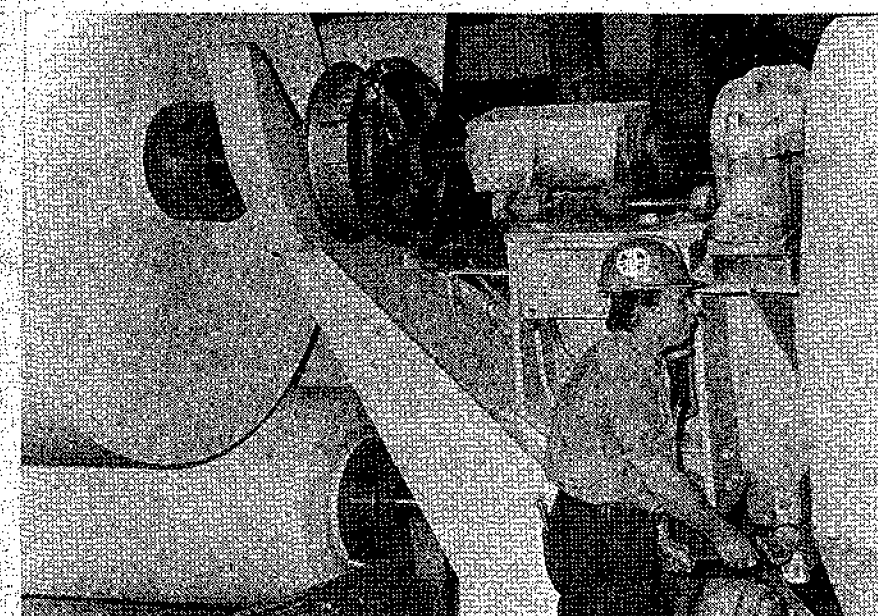
**Fleet maintenance**—Mechanics Dave Behrend, Mike Wirtz and Jack Zellmer work on one of Consolidated's lumber-hauling tractors. The company's fleet logged 1.9 million miles in 1984, thanks in large measure to the skills of IAM mechanics.



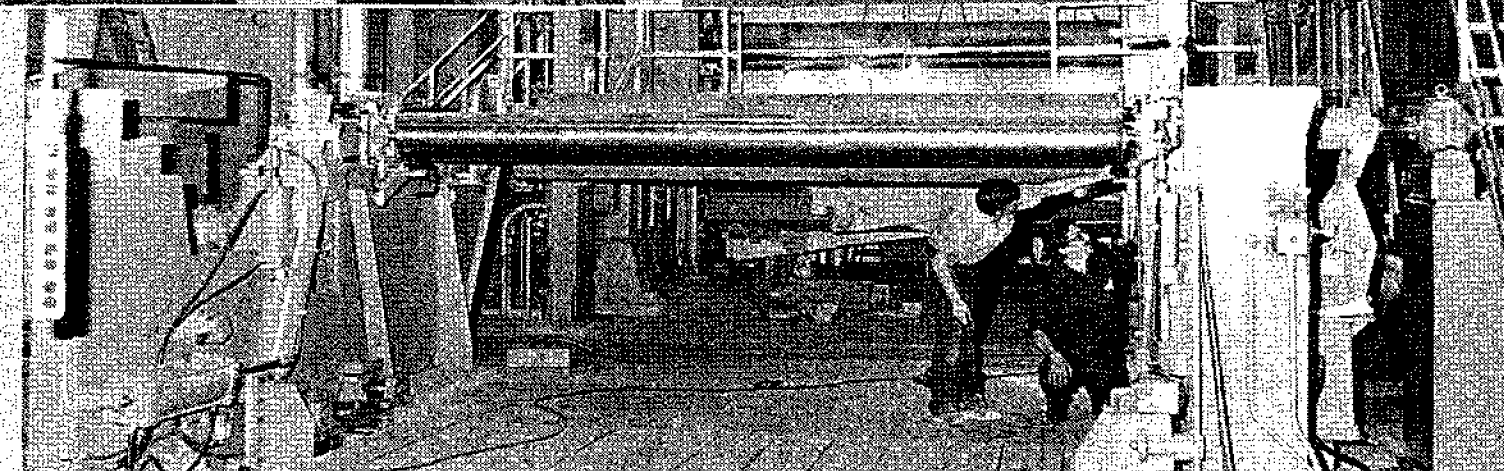
**Roll wrapper**—Millwrights Gary King, Jeff Helminiok and Earl Akey make adjustments to automatic roll wrapper, which wraps finished rolls of paper for shipping.



**Paper cutter**—Millwrights Pete Captain and Mike Schwake work on cutter, which is used to cut paper to customer specifications.

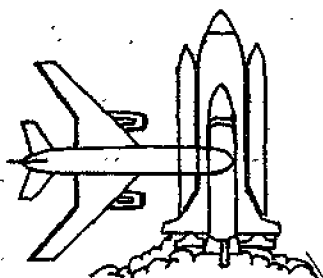


**Fine tuning**—Millwright Wayne Sering tightens tension on a primary arm drive belt on the blade coater. A completed roll of paper weighs approximately 2,000 pounds.



**Installation**—Millwrights Dick Ambioziak and Glenn Turner install new supercalender. Supercalender polishes a sheet of coated enamel printing paper.





# AEROSPACE

## Negotiators face healthy companies

IAM negotiators will be facing healthy and profitable corporations when the 1986 round of aerospace bargaining begins this summer.

The contract with the giant Boeing Company expires nationwide on October 3. Contract expiration date for Lockheed is October 1. IAM agreements with McDonnell Douglas expire on October 19.

In 1985 Boeing earned profits of \$566 million on sales of nearly \$14 billion.

Lockheed earned \$401 million in profits on sales of \$9.5 billion.

McDonnell Douglas earned profits of \$345.7 million in 1985 on sales of nearly \$11.5 billion.

*Boeing's first corporate negotiating session will be in Wichita, KS, on Tuesday, August 5. We will keep you posted in this column and through all of the other IAM channels of communication.*

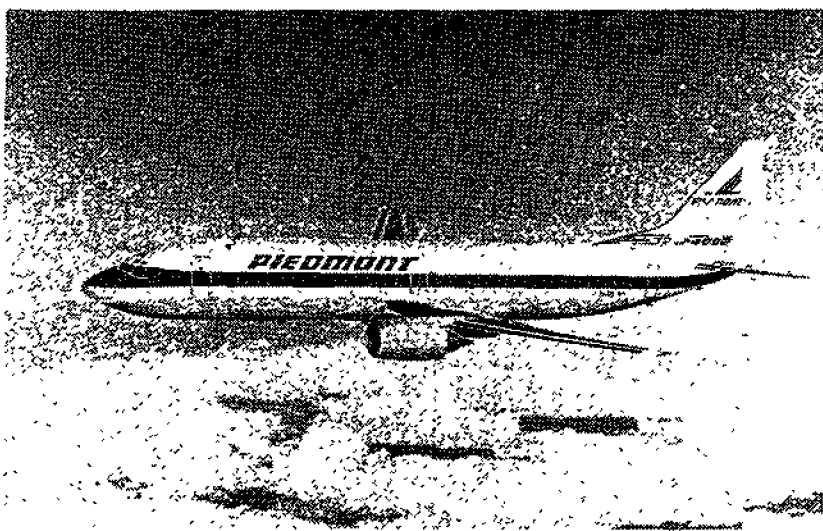
**Boeing sales**—Two fast growing air carriers, one domestic and one foreign, have announced purchases of Boeing planes totaling \$4 billion.

The two airlines are Piedmont and Lufthansa of West Germany. Piedmont Airlines was the kickoff customer for the new, longer-fuselage version of the Boeing 737 series of twinjets.

Piedmont ordered 25 of the 737-400s and took options on 30 more, Boeing Commercial Airplane Company said. Total value of the 55 airplanes is about \$1.9 billion, including spare parts.

Deliveries of the first 25 aircraft will occur between September, 1988 and December, 1989.

The optioned aircraft are



scheduled for delivery in 1990 and 1991.

The first 737-400 will roll out of Boeing's Renton, WA, plant in January 1988. A seven-month flight test program will follow, leading to certification of the new aircraft by the U.S. Federal Aviation Administration.

The 737-400 will offer all of the advanced technology of the 737-300 introduced in late 1984, but will feature a fuselage lengthened by 114 inches to carry more passengers and cargo. It is designed to augment the fleets of those operators who need increased capacity to meet near-term traffic growth requirements.

Piedmont will operate most of the -400s in an all-economy configuration of 156 seats. In typical mixed-class configuration, the 737-400 will seat 146 passengers, or about 18 more than the 737-300. Strengthened wing and landing gear will accommodate the increased weight.

Advanced-technology features common to both the 737-300 and -400 include an improved wing

design, computerized flight management system, lightweight structural materials and quiet, highly fuel-efficient CFM56-3 engines.

The engines are large-diameter powerplants produced by CFM International, a company jointly owned by General Electric of the U.S. and SNECMA of France. A 22,000-pound-thrust variant of the engine, known as the CFM56-3B2, will power the 737-400.

Piedmont Airlines, based in Winston-Salem, NC, is one of the fastest growing major U.S. carriers. It operates routes throughout the eastern half of the U.S. and also has service to the West Coast.

Piedmont currently operates the world's largest fleet of 737 jetliners: 63 of the familiar shorter-body 737-200 models, powered by lower thrust engines, and 15 of the new-generation 737-300 airplanes. Piedmont also has 30 more -300 models on order. With the addition of the 737-400, Piedmont will be the first carrier to op-

erate -200, -300 and -400 models in the same fleet.

A major advantage for Piedmont is a pilot type rating common to all three versions of the 737. Pilots qualified to fly one version can also operate the others, greatly reducing training requirements. In addition, all three models share many of the same systems and components, reducing the need for spare parts.

With its increased seating capacity, the 737-400 offers seven percent lower seat-mile costs than the 737-300. When compared to the 737-200 trijet, which has about the same seating capacity as the 737-400, the new twinjet has 26% lower seat-mile costs. Range capacity of the -400 is about 2,200 nautical miles with full passenger payload and baggage.

The jet sale continues the 737's status as the best-selling series of commercial twinjets in the world, a distinction achieved last year. Total announced orders for all versions of the 737 now stand at 1,612 aircraft, not including options.

Lufthansa German Airlines, the largest overseas operator of Boeing aircraft, announced it will purchase 15 new-generation Boeing 747-400 jetliners in an order valued at about \$2.1 billion.

Lufthansa President Heinz Ruhnau said the order includes six on firm order to accommodate growth plans and nine option aircraft which will be used to replace older 747-200s in the carrier's fleet.

The new-technology jetliners are scheduled for delivery beginning in February 1989. Engine selection has not yet been made.

Lufthansa and its subsidiary Condor have ordered a total of 209 aircraft from Boeing. The carrier has taken delivery of 189 Boeing aircraft, and will receive its first 737-300 this summer under a previous order.

Ruhnau said the Boeing 747-400 was selected as the aircraft to serve the carrier's long-distance, high-density routes between Germany and Singapore, Los Angeles, Hong Kong and Sao Paulo. The -400 is capable of operating nonstop with full cargo and passenger loads over these routes, with considerable fuel savings.

The Boeing 747-400 will consume about 10% less fuel per seat than current 747-300 models and about 18% less than older model 747-200s. It will have a range capability of 8,000 statute miles (12,900 km).

Advanced aluminum alloys like those used on the 757 and 767 will be incorporated in the 747-400, along with carbon brakes and lightweight interior components. Extensions of six feet (1.8 m) to each wing tip and six-foot-high winglets will improve the aerodynamic performance of the 747-400.

Passenger interior improvements include contemporary styling, improved lavatories and increased overhead stowage compartments. The new interior is designed to allow airlines to react to changes in market requirements which result in different "mixes" of first, business and economy-class seating.

*Boeing now has orders for 721 of the 747 family of aircraft, of which 36 are for the new-technology -400 model.*

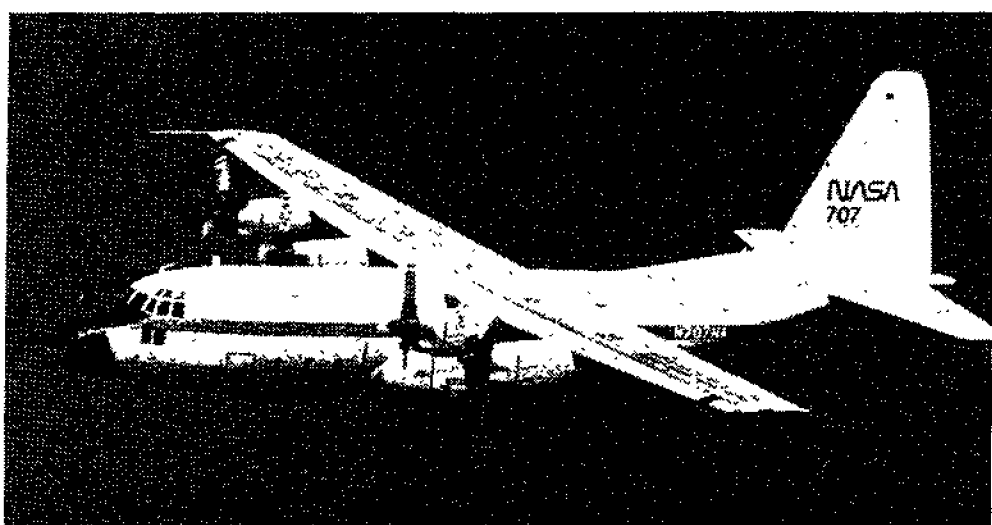
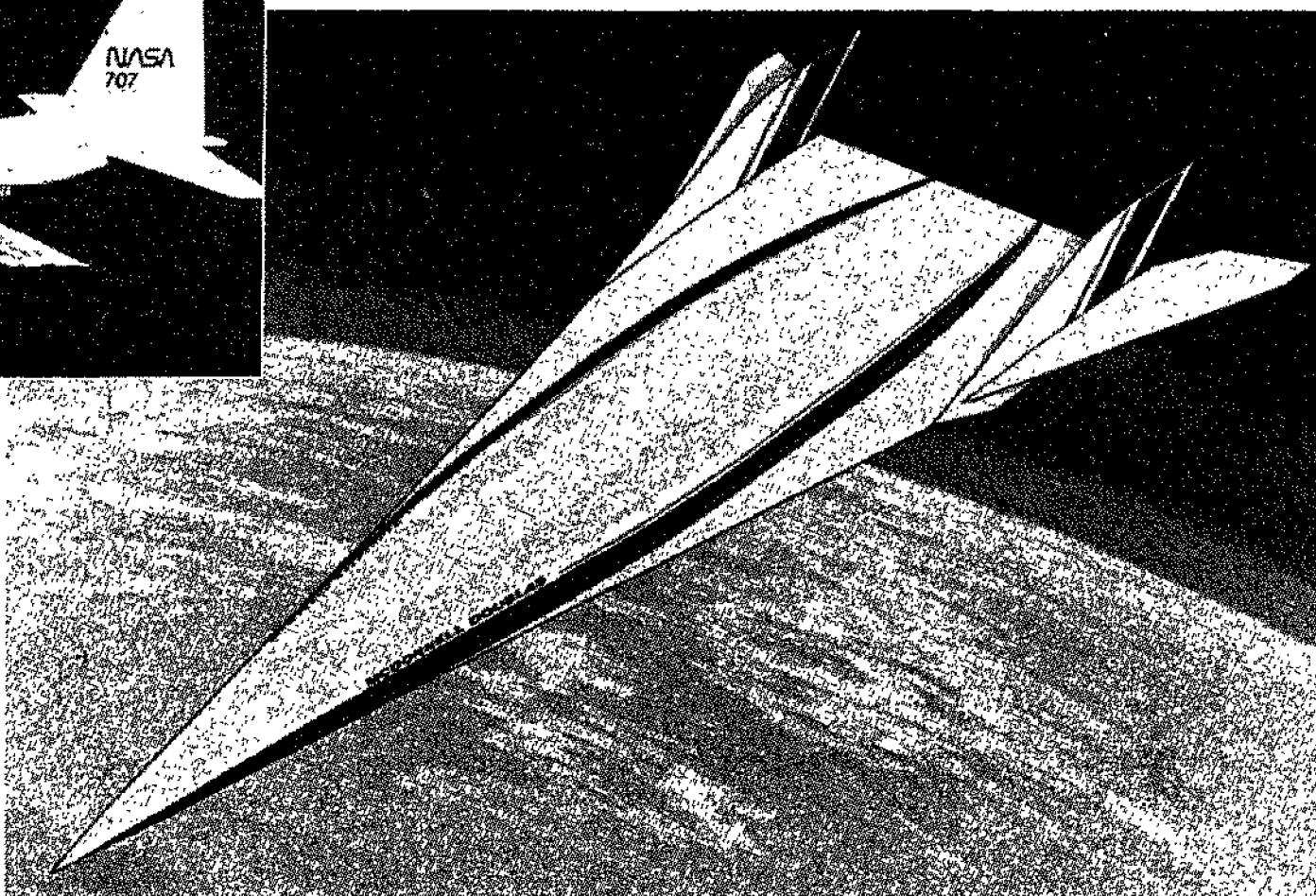


Photo left shows the Lockheed NC130B Hercules transport which is serving as an earth survey flying laboratory for the National Aeronautics and Space Administration (NASA). The plane, which is equipped with sophisticated sensor devices, is now in Europe surveying mineral resources and vegetation.

Photo right shows the McDonnell Douglas conceptual design of a National Aerospace Plane. The Pentagon and NASA have selected Douglas as one of four companies who are participating in the first stages of developing the aircraft.

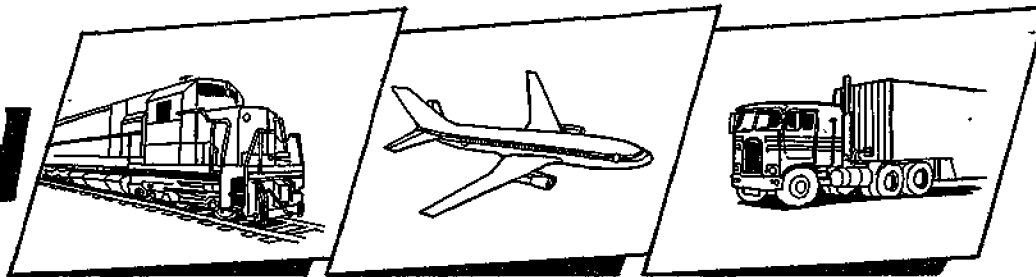
This research could lead to a family of future craft capable of operating from conventional airports, cruising at hypersonic speeds in the upper atmosphere, or ascending directly into orbit.

The hypersonic plane would also be able to fly from the United States to Japan in about two hours. Because of this, the proposed plane has been dubbed the "Orient Express."



# TRANSPORTATION

## Rail talks: good news, bad news



National rail negotiations are a mixed bag again. The good news is: the steps in the long drawn-out process of the Railway Labor Act (RLA) are almost completed. The bad news is: rail shop craft unions may be forced to strike.

After two years of on again, off again negotiations, the National Mediation Board (NMB) finally scheduled serious negotiations in May. After eight long days of intense negotiations between the carriers and six shop craft unions, including the IAM, the two sides deadlocked and talks were recessed.

The NMB offer proffer of binding arbitration was immediately turned down by the IAM. Under rules of the RLA the 30-day countdown begins when one to the parties refuses the arbitration proffer and the NMB acknowledges receipt of the rejection of the proffer.

The final round of serious negotiations came after the IAM publicly criticized the NMB for its blatant scheduling of negotiations to the benefit of the carriers. That schedule permitted the carriers to maintain their master plan of settling with the operating unions before seriously negotiating with the shop craft unions.

The six shop craft unions involved in the negotiations are the IAM, International Brotherhood of Electrical Workers, Sheet Metal Workers, Railway Carmen, Boilmakers & Blacksmiths and the Firemen & Oilers.

Contracts on each of the six unions were amendable two years ago. However, due to the archaic rules of the RLA, those rail union members have had no increases in pay or benefits during that period. No economic sanctions (strike or lockout) can begin until all of the steps of the RLA are completed.

Railroad workers may be further frustrated in their attempt to reach a new agreement anytime soon. President Reagan will likely appoint an emergency fact-finding board to investigate and make recommendations—a process that could take another few months. Reagan recently appointed such a board in the Maine Central/Portland Terminal dispute with members of the Brotherhood of Maintenance of Way Employees.

In his letter to the Board rejecting the binding arbitration proffer, IAM President William W. Winpisinger said, "We are still ready and willing to return to the bargaining table and resume the process any time that the Carriers demonstrate a desire to move in a direction that could result in agreement."

**Railroad Retirement shortage**—A Railroad Retirement Board study finds that an additional \$150 million in revenues may be needed to fund next year's rail pension for the 950,000 current beneficiaries. And, if current rail employment trends continue, a like amount will be needed in 1988.

The actuary's report suggests that the 1.5% increase needed for each year could be generated by either an increase in Tier II taxes, a reduction in benefit payouts, or a combination of the two.

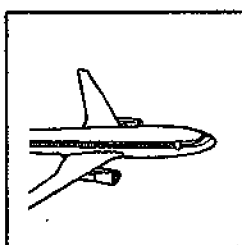
The report cited the loss of 30,000 rail jobs since last September, compounded by corporate golden para-

chutes for rail executives. Many carriers buyout older execs sending them on rail retirement roles and replace them with lower paid execs. Those lower entry level wage jobs generate lower contributions to the retirement fund.

The Board is still studying the report. No official action will be taken until the employment statistics for April and May are reviewed.

The Board emphasized, however, that with a \$4 billion reserve, built up since the Railroad Retirement Act was amended in 1983, the system is not faced with a cash-flow problem.

## Local 1894 member wins back job, \$262,642



Thanks to his IAM contract and a first-class arbitration presentation, Alfred Kreda, IAM Local 1894, New York, NY, has his job back at Lufthansa Airlines and a cool quarter million dollars in the bank.

District 100 General Chairman Leroy Washington proved that Kreda was unjustly fired from his job and should be compensated for all lost time, benefits and seniority. The company, however, ignored the decision and refused to put him back to work.

The IAM pursued the matter in court. The court ordered the airline to reinstate Kreda. That they did, but without back pay.

Washington took the case to arbitration again. This time the arbitrator ordered the company to pay back wages and assessed the company \$64 a day penalty until the pay was restored. Kreda received a check for \$261,642 the following day.

**Union rep back on property**—When the company had city police remove Bill Seda, Local 2750 directing union representative, from the Marriott in-flight Service work area, he was mad.

He filed a grievance, charging the company with hampering the legitimate grievance-and-complaint investigation duties of a union representative, a right clearly spelled out in the Marriott/IAM contract.

Washington again made a first-class arbitration presentation clearly explaining the importance of the principle during the hearing. Those arguments and contract language won the day. The arbitrator upheld the IAM's position and ruled Marriott must allow Seda access to company work areas for all legitimate grievance-and-complaint investigations. Grand Lodge Representative John Pina assisted in the case.

Seda assessed the ruling saying: "Armed with an IAM contract, you don't have to get mad—get even."

**Tentative pact on El Al**—The 27-month El Al Israeli Airlines strike may be winding down.

IAM Airline Coordinator Bill Scheri reports union and

company negotiators have reached a tentative agreement. Scheri is the IAM chief negotiator in the touchy international negotiations.

Terms of the agreement, however, must be ratified by the Israeli Bankruptcy Court. Scheri said that these negotiations "have been one of the most frustrating I have ever been through. Every item we have tentatively agreed to had to be taken back to Israel for approval by El Al top management and by the Court."

A previous tentative agreement, that would have substantially shortened the strike, was rejected by the court. Scheri is "cautiously optimistic" that this tentative agreement will be approved by the court. El Al's top management has endorsed the proposal.

When, and if, the Court approves the tentative agreement, striking members of IAM Local's 2656 and 1894, New York, NY, will vote on the terms of the agreement.

IAM members were forced to strike on March 16, 1984, when El Al demanded more than two dozen contract concessions that would have literally made their union contract and job security worthless.

Anti-union tactics employed by the company during the course of the strike drew the wrath of organized labor throughout the U.S. and from foreign labor organizations as well.

Scheri praised the striking IAM members for their "determination, spirit and solidarity in the face of overwhelming odds. They watched strikebreakers imported from Israel cross their picket lines, and fought back a decertification attempt. Through it all they stood tall. And, with the support of many other New York City unions, maintained a constant vigil on the picket line. They never let management, or the public forget, they were there to stay."

**Allied strike**—Members of IAM Local 1776, Philadelphia, PA, are in a tough strike initiated by the same union-busting ultimatums used in the El Al strike.

Allied Aviation forced the strike by demanding wage, benefit and work rule concessions that would totally destroy their IAM contract and job security. One company demand would cut some members' pay by more than half!

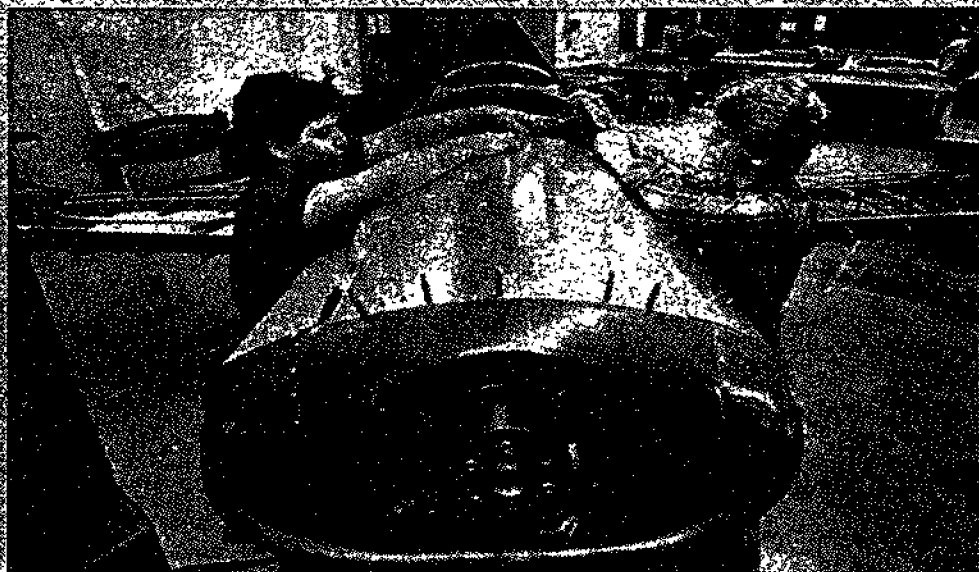
District 141 President/General Chairman Lou Schroeder reports that the striking members spirit and resolve remains high and that other IAM locals are lending their support to the determined IAM members.

**Organizing wins**—IAM Vice President John Peterpaul reports two more organizing wins from Air Transport Districts 142 and 143.

District 142 members were successful in bringing 34 Ozark Airlines Stores Clerks into the IAM family. The new members were formally represented by the Teamsters Union. Tom Higginbotham, district general chairman, directed the 28-to-2 vote win.

Flight Simulator Engineers at Republic Airlines also recognized the value of IAM membership and voted overwhelmingly to join the IAM family. Previously unorganized, the new members were organized by George Woods, District 143 general chairman.

## An IAM community project that flies



"With the union's help, students build a plane." That's the headline a local newspaper ran to describe the community project members of IAM Local 1759, Alexandria, VA, are helping build.

The union donated money for the project and the assistance of some of its airplane & powerplant licensed mechanics. Local retirees have also volunteered to help the high school students.

George Puccia, Local 1759 president, reports that the students proudly wear IAM pocket protectors with IAM pencils and clips. The students also receive and read copies of the *The Machinist*.

"Ours is a small investment," said Puccia, "compared to the community goodwill and the pro-union attitude it generates among the students."

In the photo, students work on the full-sized aerobatic biplane the class is building from scratch.



## Unions grow despite climate of brutality

# IAM witness to apartheid in S. Africa

"Police heaved tear gas into the crowd of 2,000 mourners as they lowered the coffin into the ground. Their only crime was gathering to pay their last respects to a fellow trade unionist. There were reports that at least one of the mourners would have to be buried next."

"While we were in South Africa, union members invited our small delegation to attend that funeral for a labor leader, hoping that our presence might discourage police violence. On our way to the black township, we were stopped by soldiers and police. They issued us summonses ordering us to get out within five minutes. I looked at mine; it was written in a language I didn't understand. But I did understand the machine guns."

—Ben Sharman, IAM International Affairs Director

This was the backdrop for a recent five-day visit to South Africa by IAM International Affairs Director Ben Sharman. He was the IAM representative to the South African Council of the International Metalworkers' Federation (IMF). The three-day meeting brought 120 white, black, Asian, and so-called "colored" South African metalworkers together for the second meeting of its kind in two years.

IMF delegates came from Germany, Sweden, England, the U.S. and Japan. Other U.S. unions sending delegates included the United Auto Workers (UAW) and the Steelworkers (USWA). It was more than an expression of international labor solidarity that brought them to the South African council meeting; they also hoped that their presence might discourage police raids.

"It's amazing that the union movement is growing and that this meeting took place at all. In this climate of fear and violence, just wearing a union T-shirt is cause for a brutal police beating," says Sharman. "It's a testament to the courage and commitment of the thousands of South African trade unionists of all races."

### Detention and torture

Under the South African National Security Act, persons can be detained for at least fourteen days without cause. "Fourteen days is just enough time to let the wounds heal that were inflicted during the arrest—enough time to get rid of the evidence of police beatings and torture," Sharman notes with distaste.

According to human rights group Amnesty International, there are many reports of sadistic torture at the hands of the police after detention. Police use both state of the art and medieval instruments of pain to inflict electric shock, severe beatings, whippings, teeth extraction with pliers, rape, and worse. They leave their victims to suffer without medical attention, sometimes for months, while their families search for them.

Over 7,800 people were detained this past year—one quarter of them children. The police do not hesitate to torture them, either. More than 1,000 other South Africans lie in graves—killed by police during the past 18 months.

The IAM has obtained vivid proof of this inhumanity. Clear photos show the backs of a shop steward and a 16-year-old school boy with bloody gashes and severe scarring—photos too vivid to print here.

Trade unionists are picked up at an alarming rate. Two teenage daughters of an IMF leader were among 49 people attending a memorial service who were arrested, beaten and whipped.

In a recent widespread intimidation campaign, police arrested and severely beat adults and children with clubs, rubber batons and workers' own hard hats. Their offense? Wearing union T-shirts or hats.

According to Sharman, trade unionists are fighting back. More than 100 bloodied union members discovered that theirs were not isolated incidents, and filed suit against the police for their brutality.

"This is a rare case against the police: the trade unionists have a witness who is willing to talk," explains Sharman. "A white prison doctor was so repulsed by what she saw, that she agreed to come forward and testify. She has probably ruined her career. But more than that, both she and their white lawyer are risking their lives."

Sharman explains that because blacks are denied quality education and credentials, whites fill most professional and skilled positions in South Africa. If blacks want to work within the system, they must rely on white professionals who are motivated by a strong sense of social justice.

Sharman explains that because blacks are denied quality education and credentials, whites fill most professional and skilled positions in South Africa. If blacks want to work within the system, they must rely on white professionals who are motivated by a strong sense of social justice.

### Labor movement threatens apartheid

Why does the state direct so much violence against the union movement? In South Africa, as in so many countries around the world, the labor movement becomes a vehicle for justice and social change. The collection of unions in the IMF South African council is one of the few racially mixed organizations in the country. It threatens the very racial and economic base of the apartheid system.

One resolution passed at the IMF council meeting would threaten the status quo and further unite workers to fight against apartheid. They resolved to work towards merging all the fragmented metalworker unions into a single South African trade union.

It is on trips such as this that Sharman is able to get first hand information about the condition of the labor movement around the world. The IAM is concerned about what happens in South Africa and other countries for economic reasons, as well as humanitarian ones. "Our main protection against multinational corporations is international trade union solidarity," asserts Sharman.

As Sharman explains, workers in developing countries cannot afford to buy the products they make. Most of the products are exported, many to our country, where they are in direct competition with U.S. goods made by U.S. workers.

Multinational corporations move plants to countries like South Africa so they can profit from this vicious system and force down wages on a world-wide scale. They pay South African black workers an average of less than \$2/hour. That's about \$5 an hour less than their white co-workers earn in the same plant.

Sharman concludes, "To protect our own standard of living and jobs, union members must support the besieged South African black trade unionists who are trying to fight their way up to our level. We must not let the multinationals force the U.S. workers down to the South African standard of living. And we certainly cannot stand by while our brothers and sisters are brutally beaten for pursuing the ideals of the trade union movement."

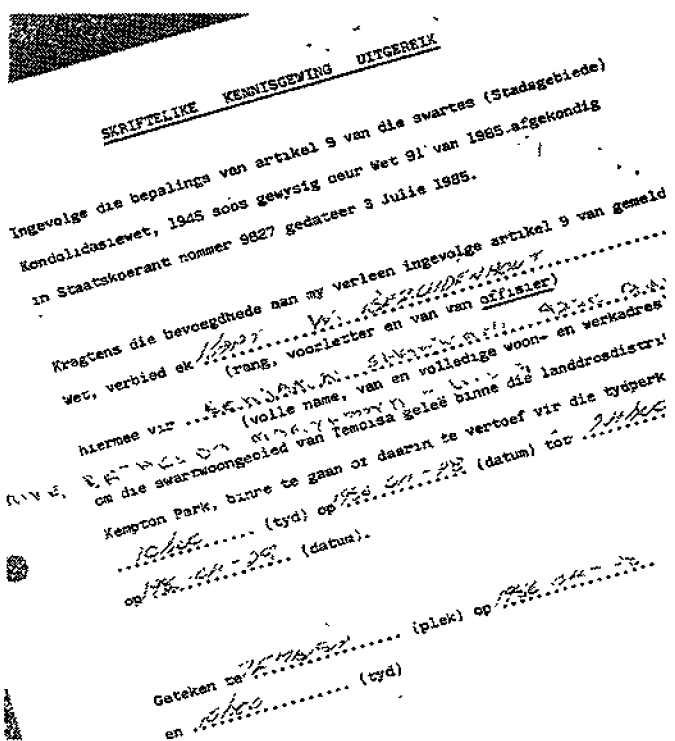
As this issue of THE MACHINIST went to press, South African President Pieter Botha declared a "state of emergency." The "emergency" is a one-day general strike by black workers to honor the dead, on the 10th year anniversary of the Soweto uprising.

Many have already been killed, thousands are being detained.

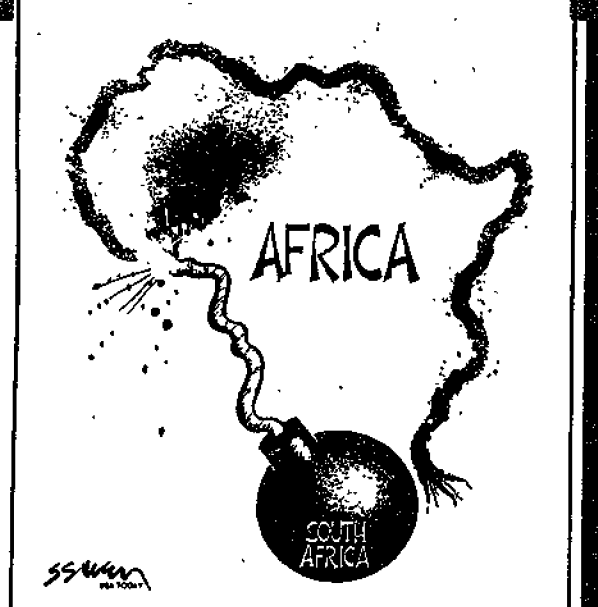
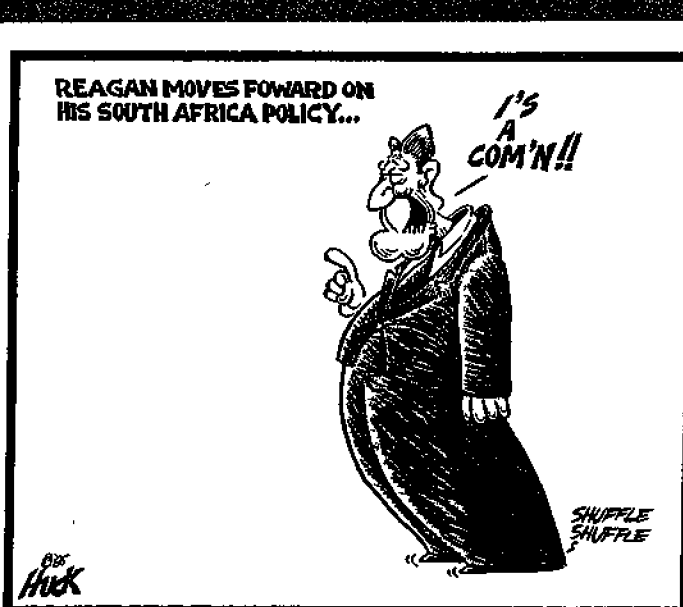
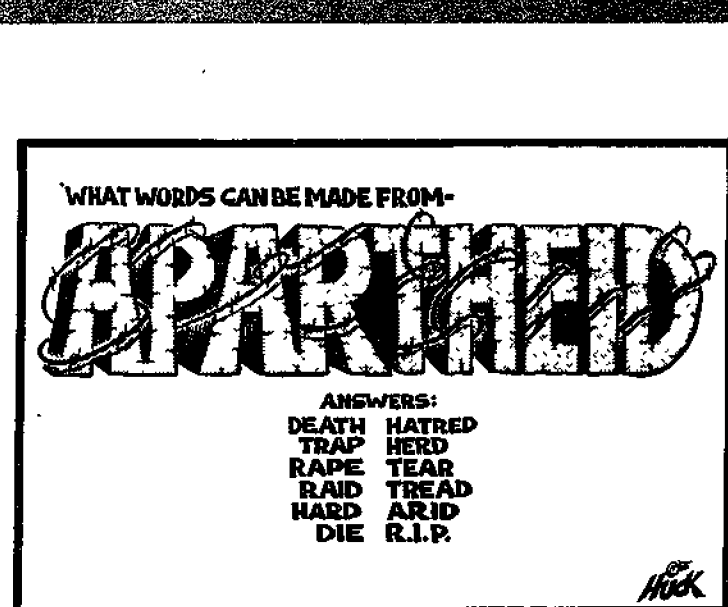


From left, South African IMF General Counsel Brian Fredericks, IAM International Affairs Director Ben Sharman, and South African IMF Council President Desmond East at IMF South African council meeting.

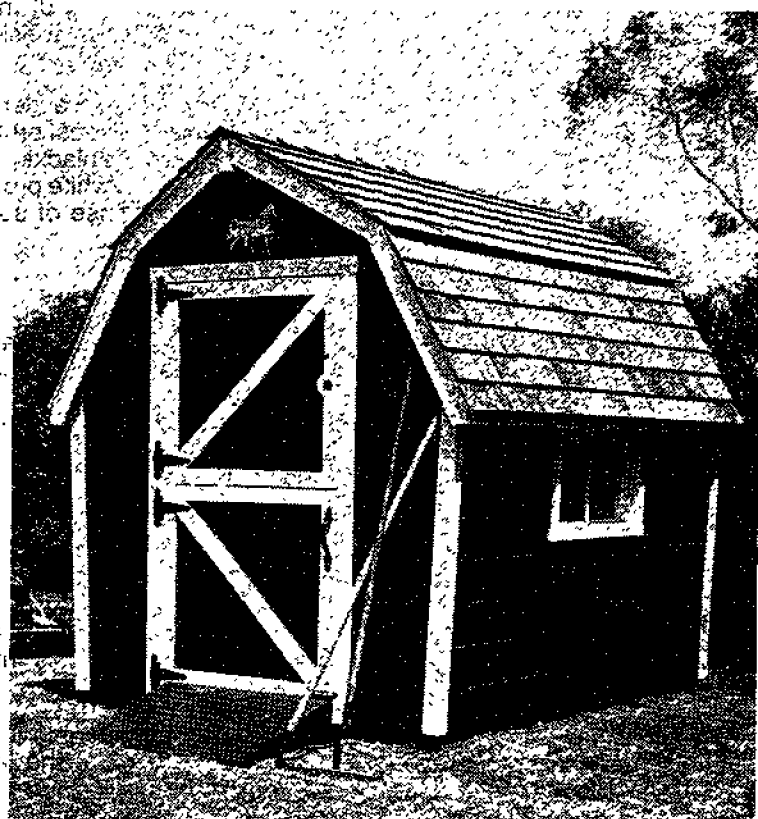
In photo below, Afrikaans summons served to IAM's Sharman by South African soldiers.



## CARTOON COMMENT: South Africa



# After Hours



## Home Workshop

### Mini-barn for maxi-storage

When your car will no longer fit in your garage due to the clutter of lawn mowers, bicycles, etc., this week's project is the perfect solution! Our handsome little red barn is suitable for a storage shed, workshop, housing motorcycles or bicycles, a gardener's potting shed, even a playhouse . . . its uses are limited only by the imagination.

The dimensions of the barn pictured are 6' x 8' x 8', however the plan can be altered for something larger. Step-by-step directions and photos guide you in the various stages of construction.

The front, back and side frames are constructed individually and are then assembled on top of concrete blocks. After the floor is installed, the roof, side panels and doors are added. Finishing touches include painting and shingling the roof. A materials list tells you all the supplies and quantities you'll need to build this project.

To obtain LITTLE RED BARN, Plan #461, please send \$3.95. For additional backyard structures, we offer an illustrated 96-page plan and design book with ideas for 65 designs including storage sheds, cabanas, animal shelters, and more . . . BACKYARD STRUCTURES, #SD5, \$10.95. Prices include postage and prompt handling. California residents please add 6% sales tax. Send check or money order to Steve Ellingson, % Machinist Pattern Dept., P.O. Box 2383, Van Nuys, CA 91409-2383.



## Consumer Watch

**Mrs. Esther Margolius**  
IAM Consumer Expert

### Vacation rental car precautions

If you plan to rent a car for your vacation, there are certain precautions you should be aware of before signing for or reserving a car.

Rates will probably rise as the season peaks. They also may be subject to many limitations, so be advised to read rental offers carefully. Most consumer affairs advocates say that most of the contracts are worded vaguely and have unexpected charges that can double your bill. One customer advocate claimed that it took him ten minutes to read a rental contract at a busy rental counter, no less.

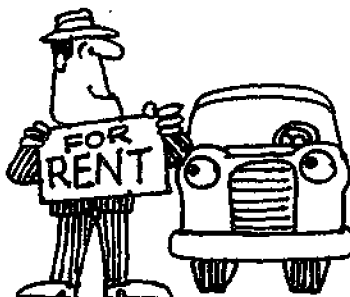
Car rental agencies have imposed a few new charges this year. Flat rental rates with no charge for mileage may not be available. You will find that car-rental companies charge nearly twice as much for gas.

Another note: most rental agencies charge customers for returning a car late. Sometimes the fee can be for an extra day's use if the customer is more than three hours late. And others charge penalty fees for dropping off at an outlet other than the one where you picked it up. Further, if you are under 25 years of age, one agency adds \$3 more a day, and another charges \$10 more a day for a second driver.

Collision damage waiver, a contract provision that somehow resembles insurance, is a major add-on expense, typically running from \$6-\$8 a day. However, before you sign make sure that you are pur-

chasing the coverage you want, and not coverage that you already have.

In New York, the waiver typically relieves customers of the first \$3,000 in liability if a rented car is damaged in collision. Car rental companies cover damage over \$3,000 but say that customers must pay the first \$3,000 if they do not pay for the collision damage waiver.



Several states including New York are examining the waiver and considering bills or rulings to regulate it as insurance. In the state of Louisiana, the Commissioner of Insurance held that collision damage waiver was insurance and therefore its rates should be approved by the Louisiana Rates Commission.

Stephen E. Mindell, assistant attorney general in New York State reiterates, that rental customers must read the contract if they are hard to read, and one, the Hertz agreement runs 178 single-spaced lines.

The collision damage waiver you are urged to buy may be covered by your own car insurance coverage. So check with

your own Auto Insurance Agent first.

Here are points to consider before you sign a contract to rent a car:

- How much does the rental company charge to re-fuel a car?

- How much is the tax and what part of the rental fee is subject to it?

- What is the penalty for returning a car late?

What is the cost of collision damage coverage and what are the limitations on it?

- Is there any charge for returning a car to an outlet other than the one where you picked up the car?

- Are there any limitations on special weekend rates?

- If gas is included in the rental rate, does the car have a full tank at pick-up? Does it have to be returned full?

- Is a deposit required? Is a credit card acceptable?

- What documentation is necessary to rent a car? Are there age restrictions?

- What kind of confirmation do you need for picking up the car? (Note some rental agencies demand a Master Card or Visa Card and do not accept personal checks.)

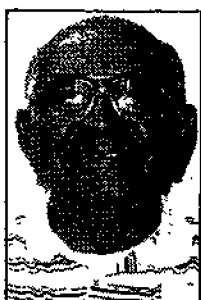
- Be sure the car-rental firm does not require cash or a credit card deposit (of as much as \$500) if you don't purchase a collision damage waiver.

- Inspect your rental car before leaving with it. Is it clean? Is there any damage inside or out that you may want to point out to the salesman so that you are not penalized for someone else's fault?

Consumers can check on a rental car company's complaint record by calling the Better Business Bureau and their local Consumer Affairs Department.

## Newest members of IAM's Gold Card Club

*THE MACHINIST is proud to present here new members of the Gold Card Club—IAM members who have been 50 years in good standing. They have received gold cards in the IAM—a life membership.*



**J. Paduano**  
2840 Lake Osborne Dr.  
Card C23953  
Local 2673



**L. Downing**  
71 West 800 No.  
Bountiful, UT 84010  
Card B4658  
Local 1497



**J. Callaghan**  
3 Carrillo Dr.  
San Rafael, CA 94903  
Card B33592  
Local 1305



**J. DePalma**  
Box 144  
Rocky Point, NY 11778  
Card 731958  
Local 753



**F. Whitehead**  
1308 Pacific Ave.  
Salt Lake City, UT 84104  
Card 00663327  
Local 1497



**J. Roberts**  
20160 Ball Ave.  
Cleveland, OH 44123  
Card B77009  
Local 1228



**B. Ruml**  
W. 1177 Fawn Ave.  
Rib Lake, WI 54470  
Card 950338  
Local 1668



**E. Miller**  
1975 Lincoln Ave.  
Dubuque, IA 52001  
Card 799456  
Local 1238



**D. DiLorenzo**  
1125 Woodmere Pl.  
Plainfield, NJ 07060  
Card B51813  
Local 167



**R. Larson**  
2045 Little Neck Rd.  
Clearwater, FL 33515  
Card C15008  
Local 126



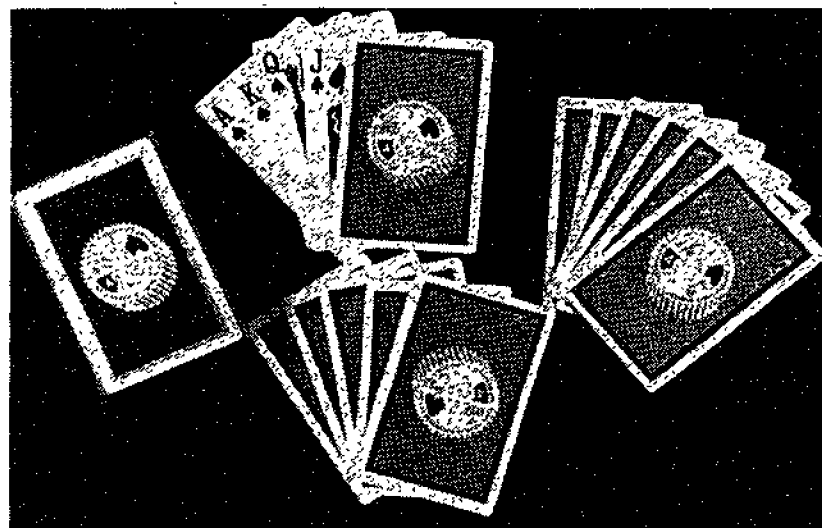
## More ways to show you're proud to be union

Here are 12 more ways to show you're proud to be union. They range from playing cards to a 14-carat solid gold ring. In future issues of *The Machinist* we'll show you more.

Last month's ad for IAM paraphernalia was well received. The IAM stockroom is busy filling orders from all parts of the U.S. and Canada.

Each of the items pictured here may be ordered through your Local Lodge Financial Secretary. Or, you may order direct using the handy coupon below. On direct orders, allow three to four weeks for delivery.

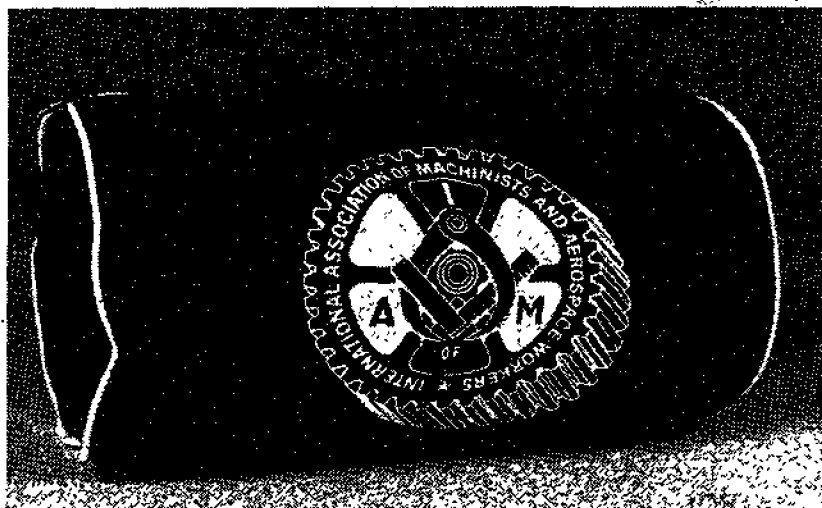
Prices listed are for items currently in stock. They are subject to change without prior notice. Prices include taxes and shipping.



**Deal 'em**—Long-lasting, plastic-coated IAM playing cards; only 85 cents a deck or two decks for \$1.50.

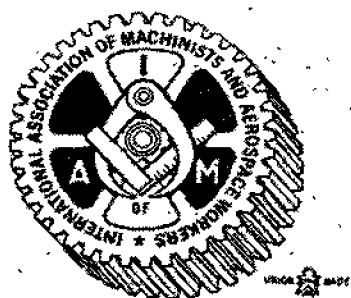


**IAM Rings**—Made of long-wearing niobium metal and like all IAM items—union made. Ring at left features IAM logo in red, white and blue; \$45. Ring at right has gold-filled IAM logo with ruby inset; \$55.

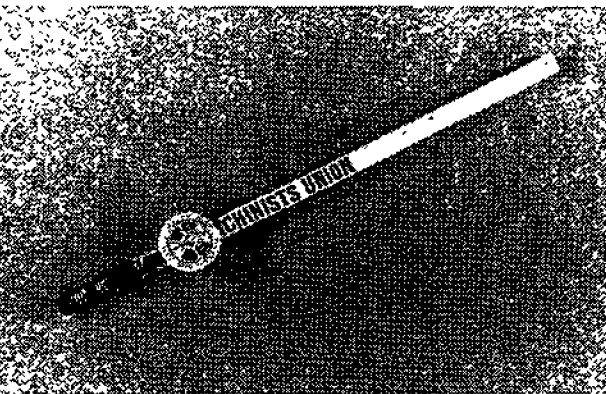


**IAM Gym Bag**—Made of nylon and emblazoned with the new three-dimensional IAM logo; \$9.50.

### MACHINISTS UNION

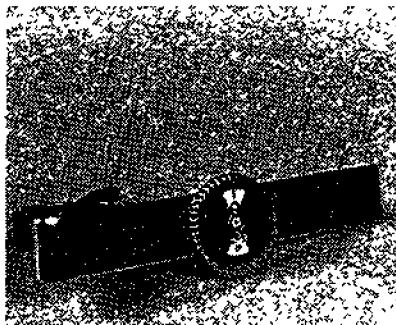


**IAM Pen and Pencil set**—Union made by Parker Co.—\$4 per set.

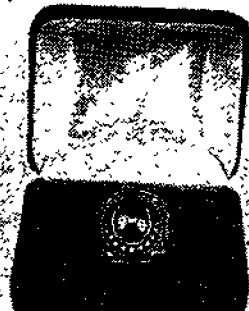


**IAM Pencil and Pencil Clip**—bulk orders only, IAM pencils—\$9.50 per 100; IAM pencil clips—\$12 per 100.

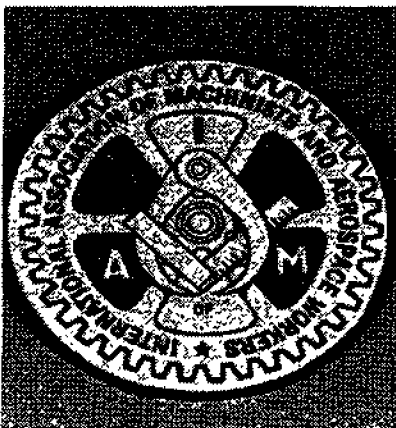
**IAM Pocket Protector**—bulk order only—\$14 per 100.



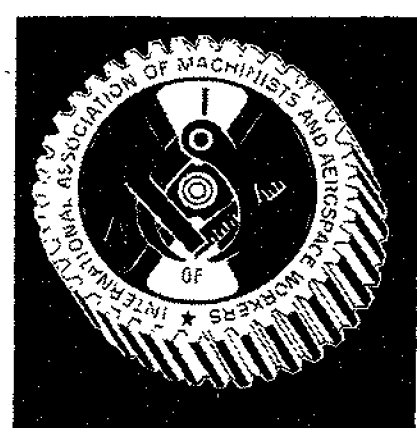
**IAM Tie Bar**—with red, white and blue IAM logo—\$7.40.



**IAM Ring**—made of 14 carat solid gold. Price fluctuates with price of gold at time of purchase order.



**IAM Sew-on Patch**—Four-inch logo—\$1.25; seven-inch logo—\$2.50.



**IAM Auto Emblem**—made of weather-resistant metal, \$6.50.

### IAM Merchandise Order Form

Please send the items indicated below to:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Apt./Lot No./P.O. Box: \_\_\_\_\_

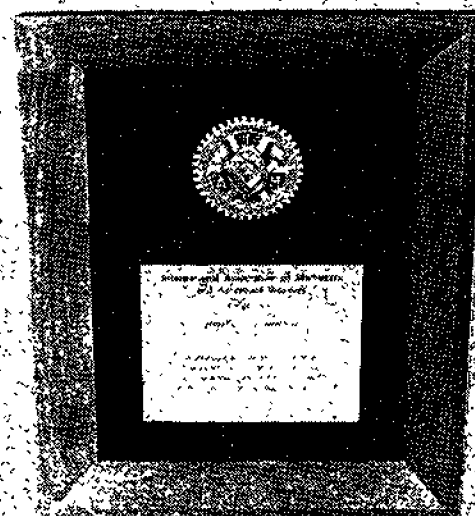
City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

ITEMS				
Qty.	Item	Size	Cost/Item	Total Cost

Grand total: \$ \_\_\_\_\_

Make check or money order for total amount payable to:  
International Association of Machinists.

Mail check or M.O. to: IAM Stockroom, 504 Machinists Bldg., Washington, DC 20036  
(Prices include tax and shipping)



**IAM Award Plaque**—Made of oak, velvet, and brass—inscribed with short message, \$68.50; non-inscribed, \$62.00.