



iamjournal



spring/summer2017

She's Ready To Fight. Are You?

Meet Rose on Page 3



**That Time We Took On
The Race To The Bottom
—And Won**

**A Mother-Daughter
Machinist Team**

**The Most Interesting
IAM Member You've
[Probably] Never Met**

Dear Sisters and Brothers,

Last year in the midst of the political chaos around us, we came together as one union and put the “fight” back into the Fighting Machinists. I was fortunate to meet with many of you and have frank conversations about the issues we face together.

We told politicians, corporations and anti-union organizations that try to divide us that we speak with one strong voice. As proud IAM members, we made it crystal clear that we won’t back down.

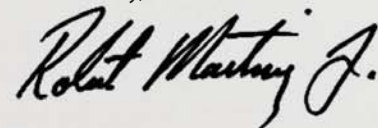
We won’t back down when we fight for our jobs, our pensions or our health care. And we won’t back down when we fight for decent wages and demand dignity and respect on the job. Most importantly, we told companies across North America to bring our jobs back home.

The need to organize remains vital for the IAM. New members are the lifeblood of our union and each and every one of us must be an organizer for us to survive and thrive. Our unity is our strength, and our future strength lies in those we welcome into the IAM family.

As you read this edition of the IAM Journal, I hope you will appreciate the new direction we have taken with it, and the increased emphasis we have placed on our members. You will read about organizing successes and how the Machinists Union has brought our jobs home from overseas. You’ll meet a few of our members who have served in our nation’s military, and you’ll be introduced to IAM retirees who defy age. Many of the photographs throughout the magazine were taken by one of our lobsterman members. Once you see his work, you’ll understand why he has gained national recognition.

Please enjoy the stories and images included in the following pages of our IAM Journal. Together, we are the Fighting Machinists.

In solidarity,



Robert Martinez, Jr.
International President



what’s next?

Your Executive Council The men and women fighting for us	4
A Mother-Daughter Machinist Team Raising your union hero	8
Apprenticeships Work From day one	11
‘I’m Never Alone’ How Guide Dogs of America changed a life	12
Transportation Thinks Outside the Box Celebrating organizing wins	15
Saluting Those Who Serve This is the veteran’s union—meet a few	16
Taking on the Race to the Bottom A success story in Alabama	18



Retired and Recharged We leave our job, not our union	22
The Best Education in the Movement Voices from the Winpisinger Center	26
The Most Interesting IAM Member You’ve Probably Never Met You’ll see his photos throughout the Journal	30
The Funnies But there’s nothing funny about right-to-work-for-less	34



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About The Cover



It was career day at school, and 7-year-old Isabella Rose Alviar knew she was going to dress up as the iconic “Rosie the Riveter.”

Rose had hoped her grandfather, IAM District 776 Business Representative Joe Alviar, could make it to her school in Corpus Christi, TX to talk about his job as a union representative. Unfortunately, contract negotiations kept Joe from making it.

Rose, undeterred and still beaming with pride, met her grandfather at the door upon his return home. This photo was taken shortly after.

Joe’s wife, Linda, a remarkable photographer, captured the stunning image. We thank the Alviar family, below, for allowing us to publish it in the IAM Journal.



Back row, from left: Branden Ahrens, Joe Alviar, Jr. Middle row: Ashley Ahrens, Delilah Jo Ahrens, Lacy Alviar, Payton Alviar, Faith Alviar, Linda Alviar and Joe Alviar, Sr. Front row: Branson Ahrens, Raylan Alviar and Isabella Rose Alviar

Elected by us. Fighting for us.

The IAM Executive Council works for us. Their top mission is to make life better for Machinists Union members and their families.

Their vision is our vision, as voted on and ratified by the delegates we elected to the 39th IAM Grand Lodge Convention. That means fighting for good jobs and secure retirements, and standing strong against the many attacks that come our way.

They understand our issues because they've lived our issues. Before leading our union, members of the Executive Council worked as aircraft assemblers, airline workers, mechanics, tool and die makers—and more. Now they dedicate themselves to making our union even stronger, and growing our ranks to include working people who don't yet have the benefit of a union contract.

You'll see Executive Council members at the bargaining table, on the strike line, at union meetings and on organizing drives. Our Executive Council also represents us at the highest levels of the national and international labor movements.

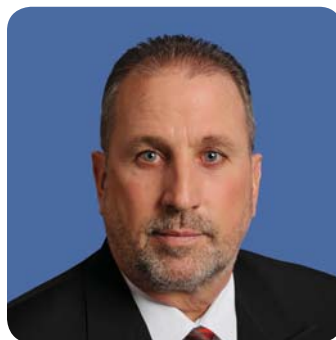
They are forward-thinkers, change-makers and risk-takers—and we're glad they're on our side.



Robert Martinez, Jr.
INTERNATIONAL PRESIDENT



Dora Cervantes
GENERAL SECRETARY-TREASURER



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GENERAL VICE PRESIDENT,
MIDWEST TERRITORY



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HEADQUARTERS



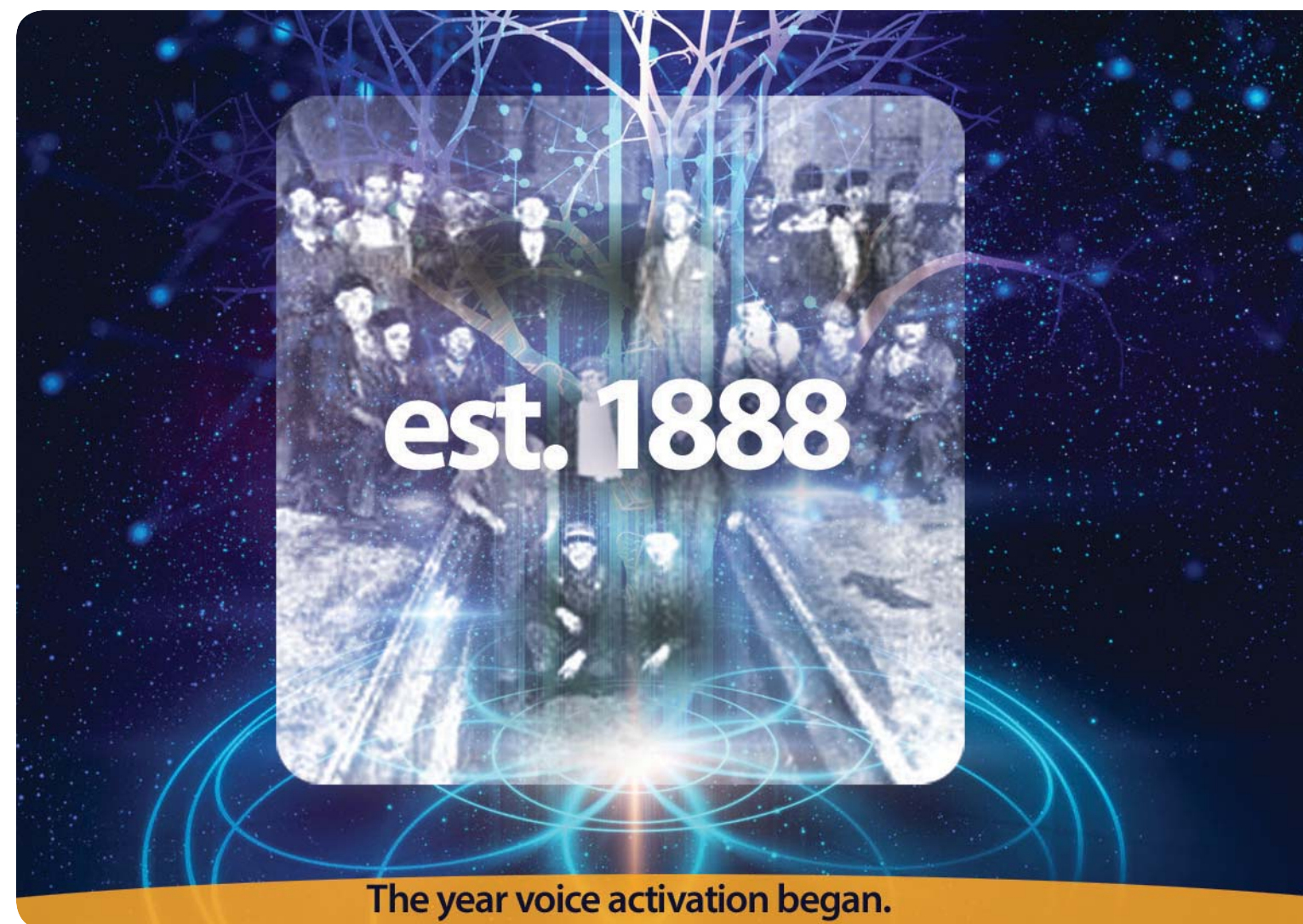
Stan Pickthall
GENERAL VICE PRESIDENT,
CANADA



Brian Bryant
GENERAL VICE PRESIDENT



Robert A. Scardelletti
TCU NATIONAL PRESIDENT





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Featuring the photography of Joel Woods,
Lobsterman, IAM Member



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Our App: IAM Mobile 4.0



Raising Your Union Hero

In March 1988, a 26-year-old Dena Bartman walked into Boeing’s Auburn, WA facility six months pregnant.

Bartman began the hiring process at three months pregnant, but it was three more months before she got hired and started working.

At the end of her first shift, she was approached by a supervisor who asked if she was pregnant. Bartman begrudgingly said “yes.”

“I wore baggy clothes because I was afraid they would notice how pregnant I was. I told her I didn’t want to get fired on the first day,” said Bartman. “She said we can’t fire you for being pregnant; that’s not the way it works here.”

Federal law protects women from being fired for being pregnant, but employees who are not covered under a collective bargaining agreement can be fired for just about any reason.

“I didn’t know anything about a union,” said Bartman. “I wasn’t sure what the company could or couldn’t do.”

Little did she know, what her supervisor said to her at the end of that shift would spark a lifetime of activism not only for her, but for the baby she was carrying.

The Union Difference

That was nearly 30 years ago. Bartman, now a District 751 Business Representative, has spent most of that time involved in her local and the labor movement.

It didn’t take long for a young Dena to get involved. She wanted to learn more about the union she had heard so much about.

“My dad was only in the union for a short time back in the 50s, then he went into management,” said Bartman. “So we didn’t exactly grow up in a union household.

“I was always the voice for people in the workplace,” said Bartman. “Because of my dad, I had a good understanding of management styles and I could talk to them in a way they could relate. So it seemed

destined that I would eventually become the steward in my career.”

Bartman started going to meetings and becoming more involved. The first union position she held was auditor, then trustee, eventually landing as one of the few women on the District Council.

Representing her coworkers is something Bartman fell in love with.

“Supporting my brothers and sisters gives me satisfaction. It fuels you,” said Bartman. “People need a voice, and if you’re good at that, it’s the right thing to do.”

The Next Generation

Meet Gabrielle Rogano. An IAM Organizer who cut her teeth in the labor movement.

She also happens to be the daughter of Dena Bartman. Yeah, that daughter.

While her mother learned about the advantages of being union while Rogano was in utero, her first recollection of union activism was a few years later.

“I remember being around five or six. Mom would bribe me with donuts to go to the union meetings,” said Rogano. “She put me to work. I would hand out donuts to members at the meeting. I loved it.”

“Every strike we went through since Gab was old enough to walk, she was on the picket line with me,” said Bartman.

Rogano went to work at Boeing in shipping and receiving not long after high school.

Then in 2008 came the proud moment when mother and daughter walked the picket line together, as union sisters.

“It was so awesome to be out there with my mom,” said Rogano. “It felt good for us to be able to stand up together with all our brothers and sisters and fight for what we deserved.

“She taught me to stand up for people my entire life, and to be able to get a chance to do it by her side was the coolest thing.”

Rogano said she gets her sense of caring and generosity from growing up in a union.

“We were always taking care of each other,” said Rogano. “Where there was a strike, we always helped with food banks and volunteering wherever there was a need.”

It didn’t take long for young Rogano to start making an impact on the shop floor. That’s when her mother noticed a turning point.

“When Gab was growing up at all these different union events, people would always say to her ‘You’re Dena’s daughter,’” said Bartman. “Or ask ‘Oh are you Dena’s daughter?’

“Then the day that it switched to ‘Oh, you’re Gabby’s mom,’ I knew I had turned the reins over. It was amazing,” said Bartman. “I still hear that to this day. I love that. I am Gabby’s mom.”

In a humble sense, as if she didn’t have anything to do with it, Bartman reflects on the pride she has in her Fighting Machinist daughter.

“You always want your kids to do better than what you did, and she’s already surpassed me by the age of 28. I love it, too. That’s how it ought to be,” said Bartman. “I’m so proud.”

A Woman in a Man’s World

Both Bartman and Rogano know what it’s like being a woman in a male-dominated field.

“As a woman, I always feel like I have to prove myself, just to show that I belong,” said Bartman. “You can never let them see that they are getting to you. It’s improving, but we have a long way to go.”

Rogano says she’s worked on organizing campaigns where men would look for a man in the room to ask questions.

“Some of the men would come in and just not want to take you seriously,” said Rogano.

“There were some areas where being a woman played to my advantage. I have a softer touch and that seems to work better at some things. Like in the community, people are really receptive to a woman coming to them and talking about being involved in the community and helping out,” said Rogano.

“But for the most part, you have to prove to men from the plant that you know what you’re talking about before they really listen to you,” said Rogano.

Paving the Way for Women

Both women work hard at getting other women involved in the labor movement.

“As co-chair of the women’s committee at District 751, that’s what

we try to do,” said Bartman. “When we get new women to the committee, I have them get up and read the committee report at the union meeting. I want to get them comfortable speaking in front of a room mostly full of men.”

“Women’s committees gives us the chance to have a platform that we’ve never had before,” said Rogano. “It helps make our unions stronger as a whole because it helps everyone give their input without being excluded. It gives us a chance to speak in large groups and actually be heard.”

“I’ve been fortunate, our district does a great job of recognizing the contribution of women,” said Bartman. “I was the chair of the district’s safety committee, then getting the opportunity to be a business representative.”

A Message to All

These two Machinists would like to see all the women of the IAM get involved. This is their message:

“Don’t be afraid of yourselves, recognize your own strengths and realize you bring a lot to the table, and in order to bring change you have to be involved,” said Rogano. “We can’t be complacent anymore. Be proud of who you are, and believe in yourself.”

To the men of the IAM:

“Talk to your sisters,” said Rogano. “Support them and encourage them to get involved. Give them some resources and an environment they feel comfortable being a part of, where they can be a productive part of our union.” ■AH

Rogano recently joined dozens of IAM women from around the country to participate in the Sisters’ Summit hosted by the IAM Women’s Department. The event coincided with the United Nation’s Commission on the Status of Women with a theme of women’s economic empowerment and the changing world of work.

If you are interested in starting a Women’s Committee at your local and would like assistance, contact the IAM Women’s, Human Rights and Young Workers Department at 301-967-4747.



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Lobsterman, IAM Member



Apprenticeships: Working from Day One

Shaping Young Lives in Chicago and New Jersey

Danny Estrella, an IAM Local 447 automotive mechanic, knew he wanted to work with cars since he was a high school freshman at Passaic County Technical Institute in New Jersey.

In Estrella's junior year, IAM CREST Apprenticeship Coordinator Ira Stern visited the school to introduce students to the union's automotive and diesel technician apprentice program. It's funded through grants from the state of New Jersey and the IAM. As a registered program with the Department of Labor, it is mandated that candidates come from disadvantaged backgrounds.

"We take young people straight out of high school," said Stern. "I have relationships with about 20 different schools throughout northern and central New Jersey."

Estrella didn't even know what a union was before Stern came to his school.

"We took a test for the apprenticeship program," said Estrella. "They chose a couple of kids to do an interview on it, and luckily they chose me to do this and I love it. I've been here ever since."

"We are bringing these smart young kids a chance for a better life and a great career, and providing the great technicians these companies demand," said IAM District 15 Directing Business Representative Juan Negron.

Estrella, 23, now recognizes the value of his apprenticeship and having an IAM contract, compared to some of his friends and other non-union mechanics.

"They don't have the same benefits I get here. They don't have a 401(k); they don't have medical insurance," said Estrella. "It's pretty interesting how from here to when I'm 60 years old, it could be a really big difference. To me that really matters."

When considering candidates, Stern looks for someone he hopes will be dedicated to the program.

"The employers don't really need you to have somebody that's technical and knows something about auto mechanics. But it doesn't hurt to have that," said Stern. "More than that, we want somebody that's committed to this as a career."

Once accepted to the four-year program, apprentices earn while they learn. During the day, they work full-time jobs at auto dealerships and truck leasing companies, where they learn from experienced skilled IAM master mechanics.

"It was a convenience to work full-time hours and go to school at night," said Estrella. "I was coming into school with my Honda uniform on. There were guys double my age just starting the program and they're paying for school and I'm not. You have to make a real personal commitment to the program."

Stern believes employers like Planet Honda participate in the program because they get workers who are eager to learn.

"They learn to do it their way and don't have to undo bad habits or have to re-learn something,"

said Stern. "The employers get to grow their own loyal employees who are committed. We get good union employees as a result also, by the way."

In Chicago, IAM Local 701 set out to build a wall-to-wall, union-run training center to teach their future IAM technicians. For the program to be successful, they needed employer support for money, state-of-the-art equipment and other resources.

"We're doing it the way we feel it should be done without worrying about making money off the students," said Local 701 Training Director and Lead Instructor Louie Longhi.

For-profit training centers can cost students well over \$35,000, with years of debt ahead of them. IAM apprentices are not charged tuition for the four-year program.

"I look at it like we have a member from cradle to grave," said Local 701 Directing Business Representative Sam Cicinelli. "We've trained this individual to put food on his table for his family forever and ever."

Local 701's work with U.S. Sen. Dick Durbin (D-IL) and District 15's recent efforts with U.S. Sen. Cory Booker (D-NJ) have sparked a new government recognition of the value of automotive and diesel apprenticeships.

The IAM has consistently seen apprenticeships as valuable methods for on-the-job training and promotes them across the country. It works with locals and districts, as well as the Department of Labor to increase apprenticeship opportunities to prepare our members and future members for the skilled work of the future. ■RL



'I'm Never Alone'

Guide Dogs of America (GDA) has for decades been the IAM's No. 1 charity, with the union and its members increasing financial support for the school each year.

The life-changing benefits generated for blind and visually impaired guide dog recipients cannot be estimated in dollars however.

"When we talk about guide dogs, we talk about independence and mobility, which are really terrific," said GDA graduate Thomas Olzak. "The one thing they do not tell you about, and that you find out very quickly, is how much you become involved with the dog and they become involved with you."

Olzak and his guide dog, Goliath, seem to have no limits to what they do and where they go alone. To say they are inseparable would be stating the obvious.

"I have mobility and companionship, and no matter where I go I'm never alone," said Olzak. "I've literally got the best friend I've ever had walking with me, who I know will take care of me and never let anything happen to me."

In January 2017, Olzak teamed up with Goliath, his second GDA guide dog.

"I had to retire my old guide dog, Wrigley, after 13 years of service," said Olzak. "That's a long time for a guide dog. Normally a guide's service life would be about nine years."

Olzak, at 6 feet 2 inches and 225 pounds, made it clear he is from the "John Wayne school of manliness," and that big boys don't cry. But

when GDA's Tami Johnson came to take Wrigley to a foster family for retirement, it was more than Olzak could take.

"I'm glad that my wife and no one else was around. Because when she came and picked him up, I kneeled down and I literally cried, like a big baby," said Olzak. "Think about it. This is someone who has been with you 24-7 for 13 years."



In Olzak's backyard, there's a table for grooming and a spot for Goliath to relieve himself. It's aptly named Wrigley Field.

"I've flown over 30,000 miles in the air with my dog," said Olzak. "We went everywhere. We went to Boca Raton, to Louisville, to New York and Sacramento, doing presentations. And literally, the guide dog was the focal point. When people see me, they remember my guide dog's name, whether it's Goliath or Wrigley, and say to me, 'and your name was?'"

Olzak's independence and that of the over 1,700 other graduates of the school, are the result of a unique organization. GDA's effectiveness stems from committed staff and volunteers who undertake the behind-the-scenes tasks that result in successful guide dog teams.

“

The Machinists are that committed few, who are changing the lives of people such as myself in ways that can never be measured by money.

For all the school's accomplishments, GDA's team is remarkably small. The modest staff is charged with maintaining the administration, facilities, in-house breeding and kennels, along with the puppy, veterinary and training programs.

GDA President Russell Gittlen recently took the helm after nearly three decades in IAM District 15.

"Before I came out here to Sylmar, I was a volunteer back east and worked to support the school through fundraising activities for over 16 years," said Gittlen. "Now I see firsthand how GDA depends on the talents and generosity of so many dedicated people. We could not succeed without them."

In addition to full-time staff are volunteers and fundraisers across North America. Without these generous people—many of whom are Machinists Union members—it would be impossible for the school to continue to grow. Part-time volunteers assist in various capacities at the Sylmar, CA campus and volunteer families take on the crucial duties of puppy raisers.

"I call puppy raisers crazy, because who can raise these dogs and then give them away," said Olzak. "It always amazes me. These people give 15 months of their time—and their love, and their care—and willingly give up a beautiful animal so they can help someone like me, or some other blind person."

Beginning in 2017, GDA added an additional class to its calendar, which will result in 60 guide dog teams graduating each year, an increase of 20 percent. The school also began a puppy enrichment program to provide more enhanced and structured development. The program introduces puppies to new experiences and challenges at an earlier age. The campus has become more available for puppy raisers to temporarily board dogs, which gives them increased outside-the-home socialization. When dogs enter their formal training, they are better equipped for learning the skills and behaviors required of a guide dog.

"All of the work we do here takes financial support," said Gittlen. "The school receives no funding from federal, state or local governments. It's solely from donations by individuals, corporations, foundations, regional chapters and clubs that we survive. I cannot possibly thank our IAM members enough for all they do throughout the year."

"Guide Dogs of America gives you the ability to experience life," said Olzak. "If it wasn't for individuals who donate their money so freely to Guide Dogs of America, the life that I live could not happen."

Olzak knows his relationship with Wrigley, and now Goliath, would never have been possible without the help of others. He drew from the late cultural anthropologist Margaret Mead, who said: "A few committed citizens can change the world."

"And the Machinists are that committed few," said Olzak, "who are changing the lives of people such as myself in ways that can never be measured by money. That's for sure."

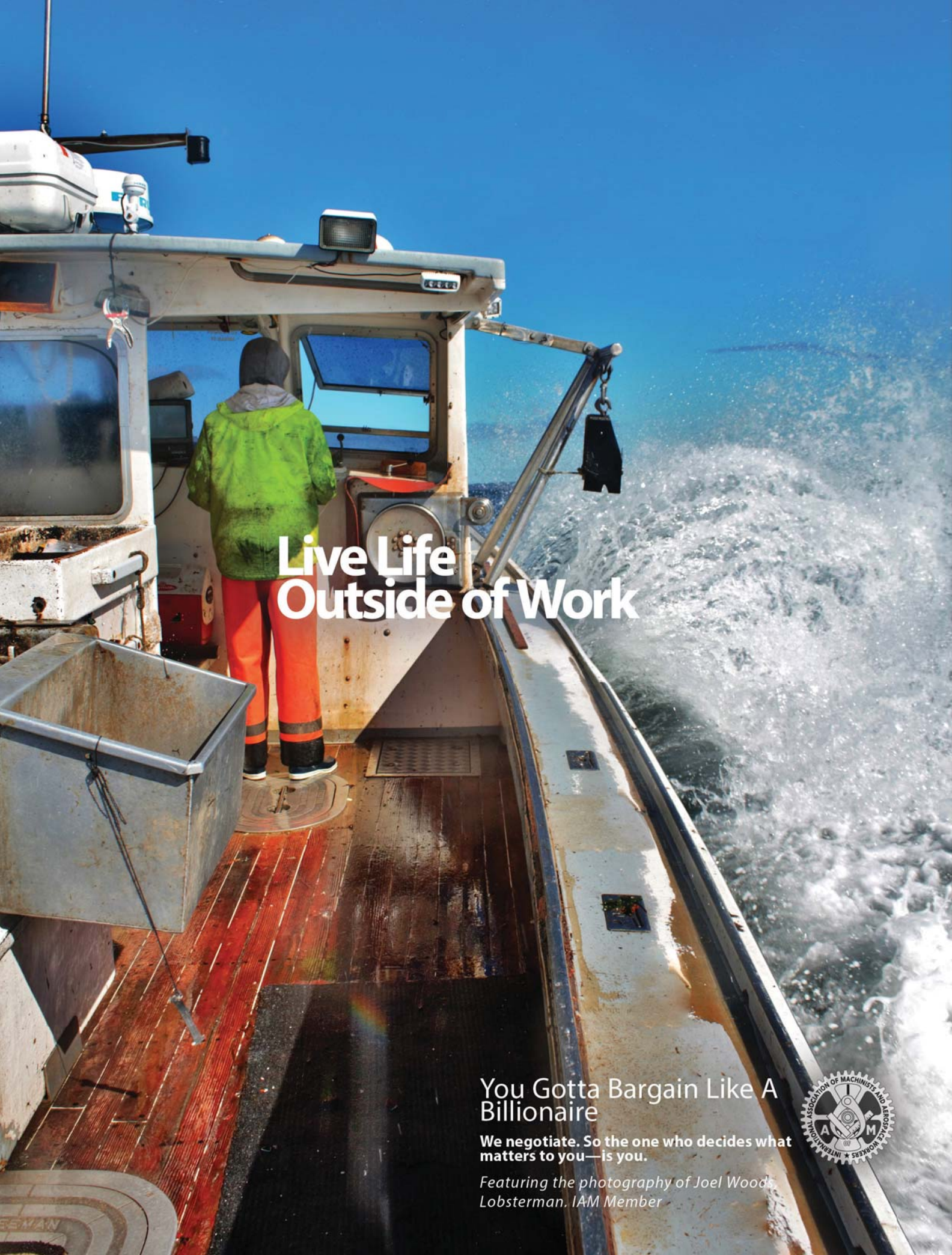
■ RL

Guide Dogs of America



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Lobsterman, IAM Member



IAM Members Show How Solidarity and Unity Work

Solidarity was the focal theme that emerged from the biennial conference of the IAM's largest territory, Transportation. More than 600 delegates came to Las Vegas—the largest in the territory's history.

Unity and work ethic of transportation members in the airline and railroad industries made the success possible.

Speakers included IAM International President Bob Martinez, Canada General Vice President Stan Pickthall, International Transport Workers' Federation General Secretary Stephen Cotton, AFL-CIO President Rich Trumka and Transport Workers Union International President Harry Lombardo.

Delegates learned how to handle active shooter situations from the Department of Homeland Security and how the IAM's Critical Incident Response Team has responded to past incidents and developed a new curriculum to train additional members.

Transportation's airline successes include:

- Dramatically improving job security provisions at Alaska, Southwest, Hawaiian, American and United Airlines.
- Growing the union with organizing wins at SM Cargo, Jet Stream and Swissport.
- Increasing membership at Alaska Airlines by more than 1,000 members, plus gaining more than 700 additional members secured through the Virgin America merger.
- Strong contract language allowed Southwest membership to grow by 600 people.
- At United, \$1.3 billion in new wages and benefits were negotiated for the 30,000-member fleet of passenger service, stores and reservations members.

- The Southwest agreement produced \$27 million in wages for 6,500 members, with \$9 million in lump sum bonuses. In addition, the 2016 true-up brought Southwest members \$120 million in additional wages and lump sum payments.
- The 2016 Hawaiian negotiations brought over \$50 million to Mechanic and Related and Clerical, Office, Fleet & Passenger Service members.
- The IAM, along with its TWU partners, were able to achieve a mid-negotiation wage and benefit improvement at American Airlines worth \$530 million.

On the railroad side:

- Machinists and TCU members at NJ Transit, after five years of negotiations and two PEBs, averted a strike by overwhelmingly ratifying a contract that provides wage increases with full retroactive pay for current employees, as well as retirees.
- Alstom Transport reached a \$2.45 billion deal with Amtrak, which calls for IAM members to build new high-speed Acela trains for Amtrak's Northeast corridor. The deal is expected to provide more than 500 new IAM Machinists jobs.
- Metra, where they negotiated a 20.25 percent general wage increase compounded over six years that includes a \$3,000 signing bonus.
- The Huntington shop of CSX Transportation Inc., South Central Florida Express and Paducah and Louisville all negotiated contract improvements.

The IAM has also thought outside-the-box with new organizing models at places like McGee Air Services, where the union has organized over 1,200 new members since July 2016, and over 900 at United Ground Express (UGE). Both of these are new companies and the membership will continue to grow significantly as they expand. ■

Serving Our Nation and Union

Our IAM membership is rich with military veterans, from some of our newest members to our most seasoned ones, including International President Bob Martinez, a U.S. Navy veteran.

We represent members in manufacturing, defense contracting, Veterans Affairs and various federal sectors that deal with and support our military. The IAM has one of the highest percentages of veteran members in organized labor—we're proud of that.

Members recognize the impact veterans can have in the workplace and in the labor movement. At the 39th IAM Grand Lodge Convention in 2016, delegates passed a resolution to implement the IAM Veteran Services Program to provide assistance, guidance, and pertinent information to IAM military veterans.

Here are just a few women and men we are proud to call IAM members.



Sarah Geddes

Air Force Tech Sergeant Sarah Geddes spent 20 years on active duty as an Education Training Manager before retiring in 1998. The Local 24 Secretary-Treasurer is now an Instructor with DynCorp International helping train today's Air Force men and women at Joint Base Andrews in Camp Springs, MD.



Steven Melendez

San Diego Local 1125 Recording-Secretary Steven Melendez used his military training as an Egress Structural Repair Mechanic to secure a civilian job at PKL services. There he helps train Marines and Sailors to work on FA-18's. Melendez served in the Marine Corps from 2004 to 2009, deploying in 2006 in support of Operation Iraqi Freedom.



Sarah Weikert

U.S. Navy Veteran Sarah Weikert served from 2001 to 2005, spending part of her time at sea aboard the aircraft carrier USS Abraham Lincoln. The Local 776B steward works on the flight line as an F-35 aircraft mechanic for Lockheed Martin in Fort Worth, TX.



Nick Parker

Sgt. First Class Nick Parker spent 24 years in the Army National Guard, retiring in 2013. Parker is a member of IAM District 141, working as a United Airlines Fleet Service Agent since 1997 at Boston's Logan International Airport.



Jason Tetidrick

SPC Jason Tetidrick spent over seven years on active duty in the U.S. Army as a 44E Machinist. After his service he worked at Olin Brass as a member of Local 660. Tetidrick currently serves as a District 9 Business Representative in the Midwest Territory.



Dave Chevalier

Chevalier, an Army veteran, is a third-generation IAM member who served our country from 1972 to 1975. He's a member of Ogden, UT NFFE-IAM Local 125 and was employed at the U.S. Forest Service. Chevalier was the Veteran's Committee Chair for the NFFE Forest Service Council before retiring in March 2017.



Jeremy Ginovsky

IAM-TCU Local 6364 member Jeremy Ginovsky served on active duty in the U.S. Army from 2003 to 2008, then served in the Army Reserves through 2014, twice deploying to Iraq. Ginovsky, a power generator technician in the Army, is now a car repairman for Amtrak in Washington, DC.

How the global race to the bottom met its match at a Machinists Union Sugar factory



Ross Odom was outside his home in Washington County, AL, about a two-hour drive up U.S. Route 43 from Mobile. It was May 2009.

"I was out in the yard, cutting grass, had a water hose slung over in the swimming pool, filling it up," Odom recalls.

Odom works at a plant that produces Sucralose, a no-calorie sugar substitute better known as Splenda. He got a job there when the plant opened in 1999. It made for a good middle-class living; enough to support a family.



But in 2004, Odom and his coworkers—members of IAM Local 114—got some foreboding news: Tate & Lyle, a British company that owns the plant in McIntosh where Odom works, was going to build a Sucralose plant in Singapore.

By 2007, the Singapore plant was operating.

"At the time, there were a lot of concerns that came up about that," said Odom. "It had been talked about, 'Hey, this may happen.' Of course, management assured us that it wasn't gonna happen, that it was our sister plant."

Singaporean workers came to McIntosh, pop. 229, to be trained by Odom and his coworkers. The McIntosh plant was the first in the world to produce Sucralose on an industrial scale. Tate & Lyle wanted the Singapore plant to do the same, but with closer access to Asian and European markets—and lower labor costs.

"Everything we learned here, they put in that new plant in Singapore," said Odom.

By 2009, the McIntosh plant was running two months on, two months off. But the plan, at least as far as Odom and his coworkers knew, was to keep the plant operating.

That's when he got a phone call.

Odom recalls his coworker on the other line: "Hey man, we're shutting the plant down."

"I told my wife 'turn that water hose off.' She says 'do what?' I said 'turn that water hose off, they're shutting the plant down.'"

"Yeah I know," said Odom. "We're supposed to shut down in two weeks, like we've been doing."

"No, they're closing the gate," his coworker said.

"I said, 'are you kidding?' He says 'no.'"

Odom hung up the phone.

"I told my wife 'turn that water hose off.' She says 'do what?' I said 'turn that water hose off, they're shutting the plant down.'"

Odom's coworker, Robbie Smith, was in the plant that day. He and the rest of the plant's shop stewards were called into a meeting, where management told them the plant was indefinitely ceasing all production in McIntosh.

"Just the day before, I had started ordering material to build a new house," said Smith. "I cancelled plenty of orders, needless to say."

A productivity breakthrough discovered in McIntosh had allowed the company to produce a greater amount of Splenda from the same amount of raw ingredients. The process could be replicated in Singapore, at lower cost.

"For the foreseeable future, we will be producing all our sucralose from the newer, fourth generation manufacturing facility in Singapore," a company spokesman said at the time.

"We actually trained the people that took our jobs," said Odom.

Approximately 80 Machinists Union men and women at the plant were left looking for work. Their union contract entitled them to severance and closing provisions.

"Those people down in McIntosh do nothing but make the company look

good," IAM Business Representative Jim Cotter told the local newspaper in May 2009. "I am very disappointed they made this decision."

Ross Odom and Robbie Smith were some of the lucky ones—they got jobs just a mile up the road at Huntsman Advanced Materials. Another coworker, Kelly Baxter, decided to go to nursing school.

"We actually trained the people that took our jobs."

They had no choice. It was time to move on from the factory they had gotten off the ground.

But while McIntosh adjusted to life without Tate & Lyle, the company was encountering problems in Singapore.

It wasn't much of a surprise to some from the McIntosh plant.

"I don't understand big business, I'll be the first to tell you," said Odom. "But I think they put so much effort in to shutting this plant down and shifting production to Singapore, by the time they realized it was a screw-up, it was too late to turn around."

The plant in Singapore wasn't meeting the surging demand for no-calorie sweeteners amid a growing trend of healthy eating.

Some Splenda customers raised concerns with Tate & Lyle about how the business decision was made, Odom said. Others didn't like the product coming from Singapore—it was less powdery, making it harder to dissolve.

It was becoming clear that tax incentives and lower labor costs in Singapore weren't replacing the reliable, skilled IAM workforce Tate & Lyle had in McIntosh.

But the company had spent \$90 million closing the plant in McIntosh, and another \$300 million opening its new plant in Singapore.

Tate & Lyle couldn't possibly bring those jobs back to Alabama—or could it?

Then, in spring 2012—just 15 months after the gates closed, word started spreading: Tate & Lyle wanted to reopen the McIntosh facility, fast.

Cotter and Benji Sullivan, Directing Business Representative for IAM District 73, took steps to make sure Tate & Lyle recognized the IAM and its workers.

"I knew a lot of our folks would want to come back, and those jobs should belong to them," said Sullivan. "I wasn't going to let the company hire contractors and turn this into a low-wage plant. I made sure they recognized the IAM as soon as the doors opened again in McIntosh."

"I don't understand big business, I'll be the first to tell you," said Odom. "By the time they realized it was a screw-up, it was too late to turn around."



The IAM kept Tate & Lyle honest on its return, and made sure the company kept seniority for returning employees.

"The union saved my job coming back," said Smith.

Kelly Baxter, who had worked at the plant since it opened, was just beginning her nursing program when she got the call.

She jumped at the chance to return to the job she had held more than a decade.

On her first day back, she pulled into the parking lot and recognized the security guard—the same man who had that job at Tate & Lyle before the shutdown.

"He's like 'Come on up here, Kelly!' He just buzzed me right on through," said Baxter. "I was like 'Wow, this is pretty cool.' It's like coming back home."

But Baxter, and many Tate & Lyle workers who were at the plant before and after the shutdown, haven't forgotten what happened.

"Even if we're here for another 20 years, we're always going to be looking over our shoulder," said Smith.

Odom and Smith, now President and Vice President, respectively, for

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*Featuring the photography of Joel Woods,
Lobsterman, IAM Member*



Local 114, have a labor-management meeting every quarter. They push management for head counts in the plant, and keep their ears to the ground for any news like they heard several years back. Baxter is the Local's Secretary-Treasurer.

In spring 2016, Tate & Lyle closed its plant in Singapore and consolidated all its global Sucralose production at the McIntosh plant. Around the same time, IAM members at the plant negotiated a four-year contract that included big improvements to their 401(k), as well as 3 percent raises annually for four years and \$2,400 bonuses for the first two years of the deal. Improvements to grievance procedures and better language on transfers into job vacancies were also negotiated.

Local 114's success story is rare, but not unprecedented.

IAM Local 2184, which represents workers at Pratt and Whitney in Lansing, MI, is also celebrating the return of work from Singapore. The plant currently employs approximately 500 workers, but could swell to over 1,100 in the next year. Just three years ago, only 140 people worked there.

“He's like ‘Come on up here, Kelly!’ I was like ‘Wow, this is pretty cool.’ It's like coming back home.”

Of course, the troubling trend of offshoring good middle-class jobs—never to return again—remains.

Take the Boeing Co., which employs more than 35,000 IAM members. Despite receiving billions in taxpayer dollars, the company has been slashing its North American workforce for decades. Work that used to be performed by IAM members will be done overseas for pennies on the dollar, including at a 737 finishing facility in China.

That worries IAM International President Bob Martinez, a leading advocate for fair trade policies.



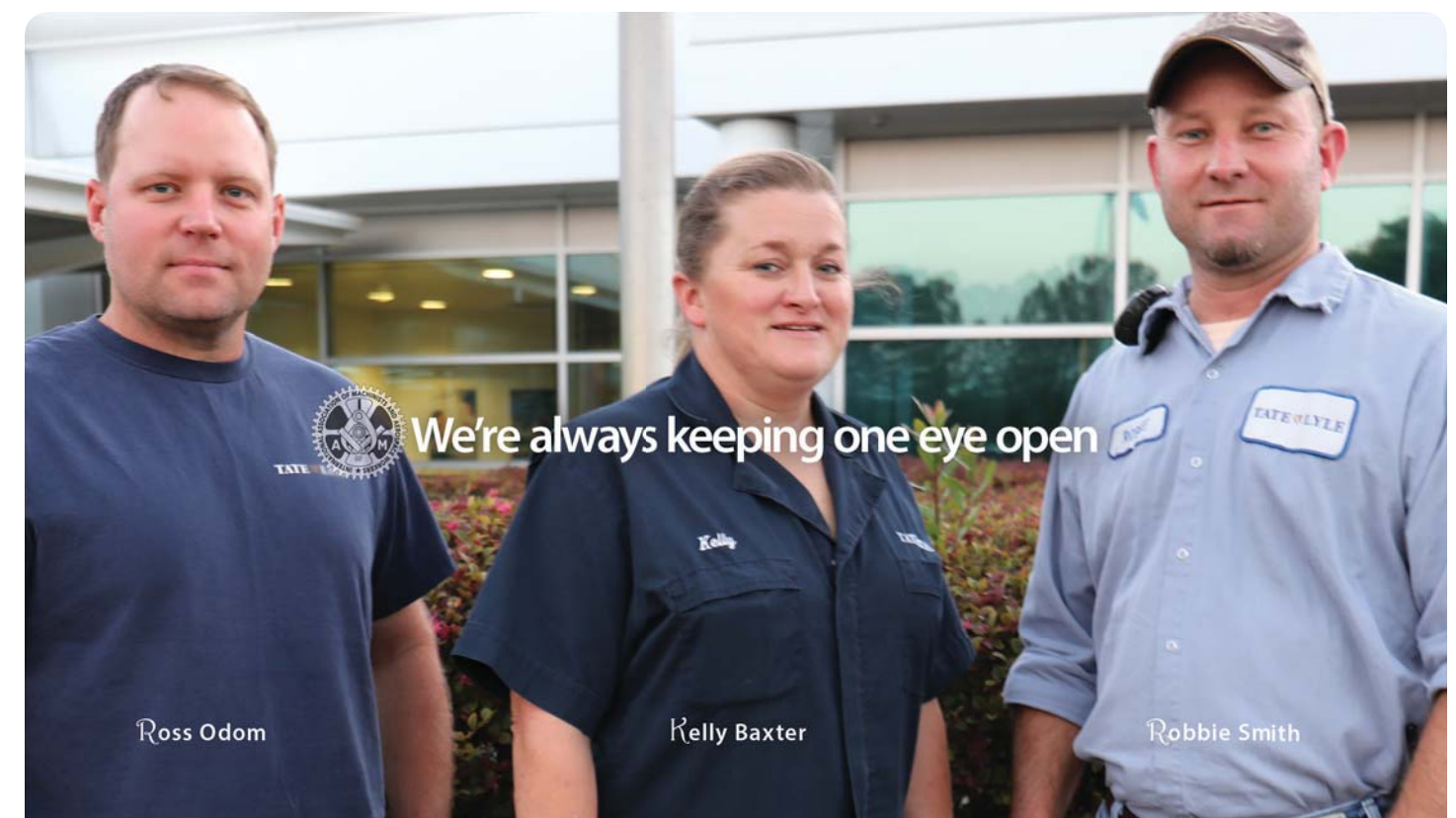
“Spineless politicians and greedy corporations are cutting our manufacturing industrial base down to the bone,” said Martinez, a former aircraft assembler at Lockheed Martin in Fort Worth, TX. “It makes us less safe, especially in the aerospace and defense industries where many of our members work. That's besides the fact that it's flat-out wrong to forget the people who have made these executives and shareholders rich.”

The IAM continues to fight for good jobs, and give working people the power they deserve when they are up against the whims of multi-national corporations.

McIntosh proved that working people can still win, but this time around, they aren't taking anything for granted.

“We're always keeping one eye open,” said Baxter.

JB



We're always keeping one eye open

Ross Odom

Kelly Baxter

Robbie Smith

The Justice League

The Machinists Union takes pride in the often-re-cited slogan, “An IAM member may retire from their job, but they never retire from their union.” The people you are about to meet epitomize those words, and more.

Wonder Woman

San Leandro, CA Local 1584 retiree Andrea Gorman has seen, and experienced, a lot of “firsts” in her lifetime. Her father passed away when she was four, leaving her mother to raise Andrea and her seven siblings alone. After two years of financial struggles, the four youngest were sent to an orphanage and the older four to foster homes. Three years later, the family was reunited and made history by being the first children of a schoolteacher to receive Social Security survivor benefits. It had a profound impact on Gorman, which helped shape the adult she was to become.

“All my life I worked hard,” said Gorman. “I figured if you were going to get paid, you might as well work. I didn’t go for easy jobs; I went for better paying jobs. And I knew that meant union.”

Back east in the late 1960s, she worked at a muffler and tailpipe factory that had separate departments for men and women. When she learned the more physical men’s positions paid more, she put in a bid and became the only woman working in that section.

“I noticed that our stewards—all of them—were men,” said Gorman. “Well this one steward was not a good steward, and I knew I could do a better job. He laughed at me. Well, I ran against him and I won. I became the first woman steward in that plant.”

“I didn’t go for easy jobs, I went for better paying jobs. And I knew that meant union.”

She followed that by becoming the plant’s first woman committeeman. The position title was then changed to committeeperson. When she moved to California, she became the first female production worker at that company.

A disability forced Gorman to retire from her job in 2001, but she has not slowed down one bit. In fact, she might even be more active now than ever before. Sixteen years after her official retirement, she remains a full dues-paying member of Local 1584 and is currently its secretary-treasurer. Gorman also holds the same position in the local’s retiree club.

“When I was told I could not work any more, I got depressed,” said Gorman. “But when I started to be active, I found many things I

could do and enjoy. I get up every day and I don’t care what day of the week it is, because I feel good.”

It’s community involvement that gives her the greatest satisfaction. Gorman is a Red Cross disaster assistance team first responder and a caseworker. It is strictly volunteer work, but she makes a huge difference in peoples’ lives when they need it most. Last year’s tragic Ghost Ship fire in Oakland proved to be an unexpected test for firefighters, victims, family members and Gorman herself.

“Three of us went there as first responders,” said Gorman. “We were first called out to give drinks and food to the firefighters because they burn up a lot of calories and need refreshments right away. As soon as we got there, I was told there were going to be fatalities and asked if I was up to it. I said I would do what I need to do. You don’t really know how you’re going to feel emotionally. You’re there to help, so you don’t consider anything other than what the person you are there to help needs.”

The December 2016 fire, which is still under investigation, took the lives of 36 people. Most of the fatalities were between the ages of 21 to 35.

“I had seen fatalities before but not the numbers that came in, and also the age group,” said Gorman. “The fire department was trying so hard and it was tough seeing the frustration when they couldn’t do any more than they did. They were trying so hard. I’ve never seen a case like that.”

Following such a tragic event, being able to assist survivors and victims’ families as a volunteer helps Andrea Gorman give back.

“I look back now and see a lot that I’ve done, and know that being there has made a difference for a lot of people at a time that they needed me to be there,” said Gorman. “Just like when there were people there for me when I needed them. I hope they looked back and said ‘thank God I was there for her.’”

The Silver Foxes

Sixteen miles south of downtown Los Angeles is the Norwalk Arts and Sports Complex, the monthly meeting site for a group of retirees that defy age. The Silver Foxes retiree club has been around since 2001, and the long retired IAM members who run the group are quite a trio. President Randy Parker, Secretary-Treasurer John Saunders and Amador “Max” Chavez are all U.S. military veterans who spent their careers working in IAM shops in southern California.

“I retired from Peterbuilt trucks in 1989. I was mechanic and I also worked sales,” said Parker. “We started the Silver Foxes about 15 years ago with people from Local Lodge 1186, but then we were told we had to allow anyone over 55. So now we do.”

Parker, a World War II vet, has been the club’s president since it started. He says nobody else wants the job, so he keeps doing it. His good friend Saunders was also a mechanic at California Cartage Company near the L.A. Harbor. He’s a Korean War vet who retired in 1994.

“Two of the guys who started the club with us have passed away,” said Saunders. “But the wife of one of them is still active in our club. That keeps you young. My son says he doesn’t know how I do it. I go somewhere practically every night.”

Chavez is a transplant from southwest Colorado who came to California in the 1960s. His brother helped him get an IAM job at Proto Tools, where he started as a tool pusher and worked his way up to machine operator. When he retired in 1999, he moved to Apple Valley.

“People ask me, ‘What’s a cowboy from Colorado doing in the California high desert,’” said Chavez. “The reason I left Los Angeles is that I didn’t want to be in the traffic all the time. Too much traffic, and the homes are all so close together. We love it up there. I have two acres and I have some chickens.”

Chavez, who worked his way up as a union representative, retired as an IAM District 94 business manager. He has remained active and is currently assigned as the Southern California coordinator for IAM retiree clubs. He still drives to the greater Los Angeles area several times a month to assist at various club meetings.

“From Apple Valley to here is 105 miles,” says Chavez. “I’m also on the board of directors for Guide Dogs of America. We have board of directors meetings four times a year in Sylmar. So I drive there too, and that’s about 120 miles from my house.”

The goal of getting away from L.A. traffic may not have been too successful, but he loves staying involved. The Silver Foxes’ meetings are social events, but they keep issues of value to the members on the agenda as well.

“We do fundraising for Guide Dogs and go to their open house,” said Parker. “Sometimes if the district lodge or our local needs us to help them out and show our support, when they have negotiations or something, the retirees are there to help do anything they want. We’ll be there.”



Max Chavez, Randy Parker, John Saunders

“A lot of what goes on in our meetings is political,” said Saunders. “We’ll try to get speakers on identity theft and such. We used to do a lot of trips but most people aren’t taking trips anymore.”

There was one important trip recently, however. The club took part in a California Alliance for Retired Americans (CARA) sponsored trip to Bakersfield, CA to protest against the attacks on Medicare and Social Security at the offices of U.S. Rep. Kevin McCarthy (R-CA).

“It was a rally formed by CARA, there was probably 400 to 450 people there,” said Saunders. “It was about 10 busloads that came from here, San Diego, San Francisco and Sacramento. They just brought buses in from everywhere. We met in a park and walked over to his offices.”

Grandma ‘The Flash’

“People ask me, ‘how did I get involved in the union?’ and I tell them, we need union activists out there because the union will stand up for you,” said IAM retiree and current El Monte, CA Local 311 President Fleeta Loflin. “The union was a blessing for me.

“Before I retired, I was an aerospace inspector. I inspected gearboxes for jet engines for the F-16, F-14, the stealth and the B-2. I inspected cargo winches for the C-17 and I inspected rescue hoists for military and commercial helicopters.”



Loflin retired eight years ago, but remained an active officer in the union because she wanted to show her membership how much she appreciated what it had done for her throughout her 35 years on the job. She also wanted to show the women in her lodge what could be done.

“I’m healthy and I was just going to stay involved in it to let people know that women can do these things too, not only men,” said Loflin. “I am the first female president my local lodge has ever had. When they elected me, the lodge was 115 years old and they never had a female president, and they never had a black president.”

“When somebody does something wrong, I speak up, even if they aren’t doing it wrong to me.”

Loflin has always been vocal about what’s going on around her. In the early 1990s, she was noticed by her local leadership and was asked to run for chief steward of her shop of roughly 200 members. With no previous leadership experience, she consulted her good friend and coworker Ron Griswald, and her late husband Robert, who both promised support. She then asked for God’s guidance. She overwhelmingly won the election.

“When somebody does something wrong, I speak up,” said Loflin. “Even if they aren’t doing it wrong to me, if I see it and I know it’s wrong, I’ll tell you ‘Hey that’s wrong and you shouldn’t do that.’”

Helping others has continued well into retirement. In addition to her duties as the local’s president, she is active with her church and the Los Angeles County Federation of Labor.

Darting across southern California like “The Flash,” she hates the thought of retired people becoming sedentary, and freely calls on them to get up off the couch. Her younger sister and her granddaughter Karen know the drill.

“I say Karen, how long did your mommy tell you I’m going to live?” said Loflin. “She says, ‘Until you’re 104.’ I say OK! When you retire and you just sit down and do nothing, you’re wasting your life away. When you see people who need your help, help them.” ■RL



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Featuring the photography of Joel Woods,
Lobsterman, IAM Member



We Need **You**

**The future of the IAM depends
on young people.**

Eric Dahm was the youngest delegate at
the 39th IAM Grand Lodge Convention in
Chicago. He's a proud Shop Steward for
Local 1947 in Fond du Lac, WI. Dahm was
recognized by more than 1,200 delegates
on his 24th birthday.



W3

Evolution of Labor Education

Jessica Morris calls coming to the IAM’s William W. Winpisinger Education and Technology Center “an eye-opening experience.” In its 35-year history, the center has evolved into a labor institution without parallel. Nestled on the banks of the Patuxent River in southern Maryland, the school has educated and motivated nearly 80,000 men and women from across North America.

“You really have an opportunity to immerse yourself and learn while you’re up here, and just take advantage of this beautiful setting,” said Morris, a newly elected District 142 General Chair. “The school does everything possible to make life comfortable for you and that you’re taken care of, so you have an opportunity to focus on the learning.”

“This is my first time here,” said St. Cloud, MN Local 623 shop steward/co-chair Hamse Yusuf. “I know I am here for a reason and that is to learn something, so that I can help my coworkers and my community out. Many people in my shop don’t speak English and I can explain policies to them, union policies and company policies.

The Machinists Union is the only union in North American that has a full-time in-residence facility dedicated to keeping its members on the cusp of the rapidly changing 21st century political and work-place landscapes. The center, commonly known as W3 or Placid Harbor, embodies the union’s commitment to training current and future IAM leaders by giving them the necessary tools and skills to better serve their membership. With recognition that today’s members might speak in different languages, the center offers programs throughout the year in English, Spanish and French.

“Having classes here in Spanish is very important to me personally, because these programs can help me and other people who cannot speak English find solutions to their problems, and give them all the information they need,” said Laredo, TX Local 166 trustee/steward and office clerk Sylvia Garcia.

“Our work here at the Harbor focuses on building capabilities in the field, so that we develop members and leaders who have the capacity to respond to the turbulent times that we’re in,” said the center’s director Chris Wagoner.

Turbulent times demand adaptability and change. Placid Harbor, since its first programs in 1981, has adapted and grown when other labor training facilities have shrunk or closed their doors. The vision of former IAM International President William W. Winpisinger has taken root at the center that now bears his name.

To remain effective in organizing, negotiating contracts and daily representation of shop floor members, local leaders are given practical tools,



Chris Beckett



Jessica Morris



Hamse Yusuf



Sylvia Garcia

allowing them to anticipate and match the tactics of management.

“This is the first time our local has taken the negotiation preparation class,” said Chicago Local 701 Extended Bargaining Committee Member Chris Beckett. “It has definitely given me a ton of information and it really gave me some confidence. Everyone there agreed that it was a great class and they wish they had done it before.”

The Negotiation Preparation for Bargaining Committees program has proven so successful that the IAM has expanded it to include in-the-field services for committees unable to travel to Maryland.

The diversity of the IAM is represented through the center’s programs, as multiple generations of labor activists engage in honest discussions about their differences and similarities. Young perspectives on how to approach the union’s challenges are given just as much weight as perspectives brought by seasoned activists.

“It’s really relevant that we emphasize amongst our membership as women and as minorities, that a union contract guarantees equal pay for equal work,” said Morris, who comes from Southwest Airlines. “And you have those same benefits regardless of your gender, your sexual orientation, your nationality or your religious background. Here, people welcome your participation. I’ve never felt that that I couldn’t speak up or was ever diminished because of my gender.”

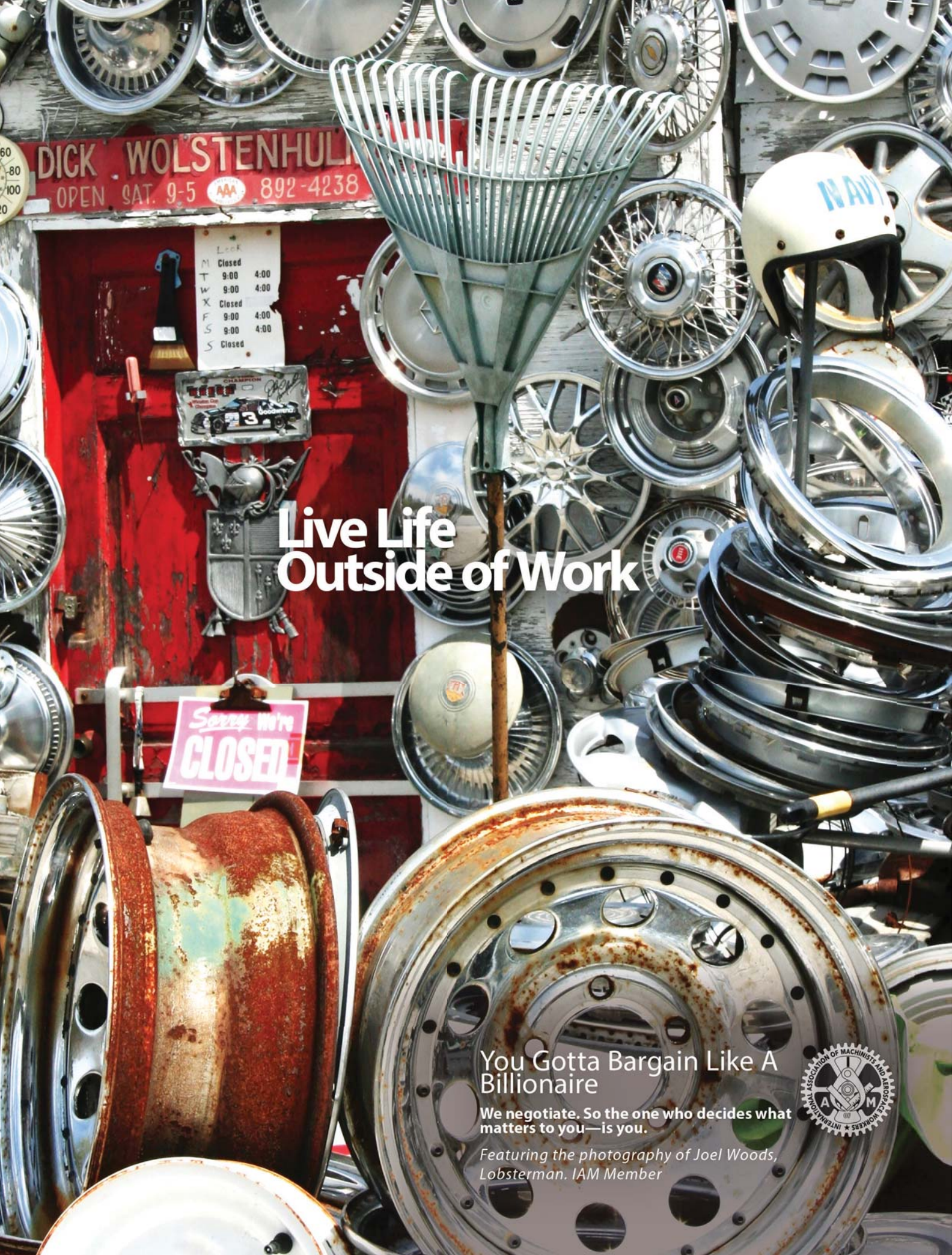
Throughout the week of instruction, a diverse array of IAM women and men participate in healthy dialogue about their individual

struggles or issues unique to their situation. By the time their week at the Harbor comes to an end, participants reflect on what they’ve learned in class and what they’ve learned from each other. They depart for home, taking with them valuable experience and knowledge not obtainable elsewhere.

“This school has good instructors who really know what they are talking about,” said Yusuf, an Electrolux employee. “They teach us the real instructions that we can take to our shop floors, when it comes to how we can deal with managers, how we deal with team members, how we organize companies that don’t have unions and also how to be good union stewards. All of this comes from this school and that’s why it is so important.”

The IAM has long valued the education of its members so they may tackle the challenges faced in the work environment. In partnership with Empire State College of the State University of New York, the Winpisinger Center also provides opportunities for members to continue their personal educational growth with associate, baccalaureate and masters degree programs.

“The Winpisinger Center is unique in the labor movement,” said Wagoner. “You don’t find any other labor organizations with residential education institutions that have full and broad curricula to address leadership development for activists and staff, and that engage the membership in such a broad range of topics.”



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Lobsterman. IAM Member



IAM NATIONAL
PENSION FUND
Better Pension • Better Life

\$11 Billion

With over 11 billion dollars in total assets, the IAM National Pension Fund is the fifth largest multi-employer defined benefit pension plan in the country. The Fund is considered to be in the “Green Zone” under the Pension Protection Act and has a long history of solid funding.

However, “money” is only half the story.

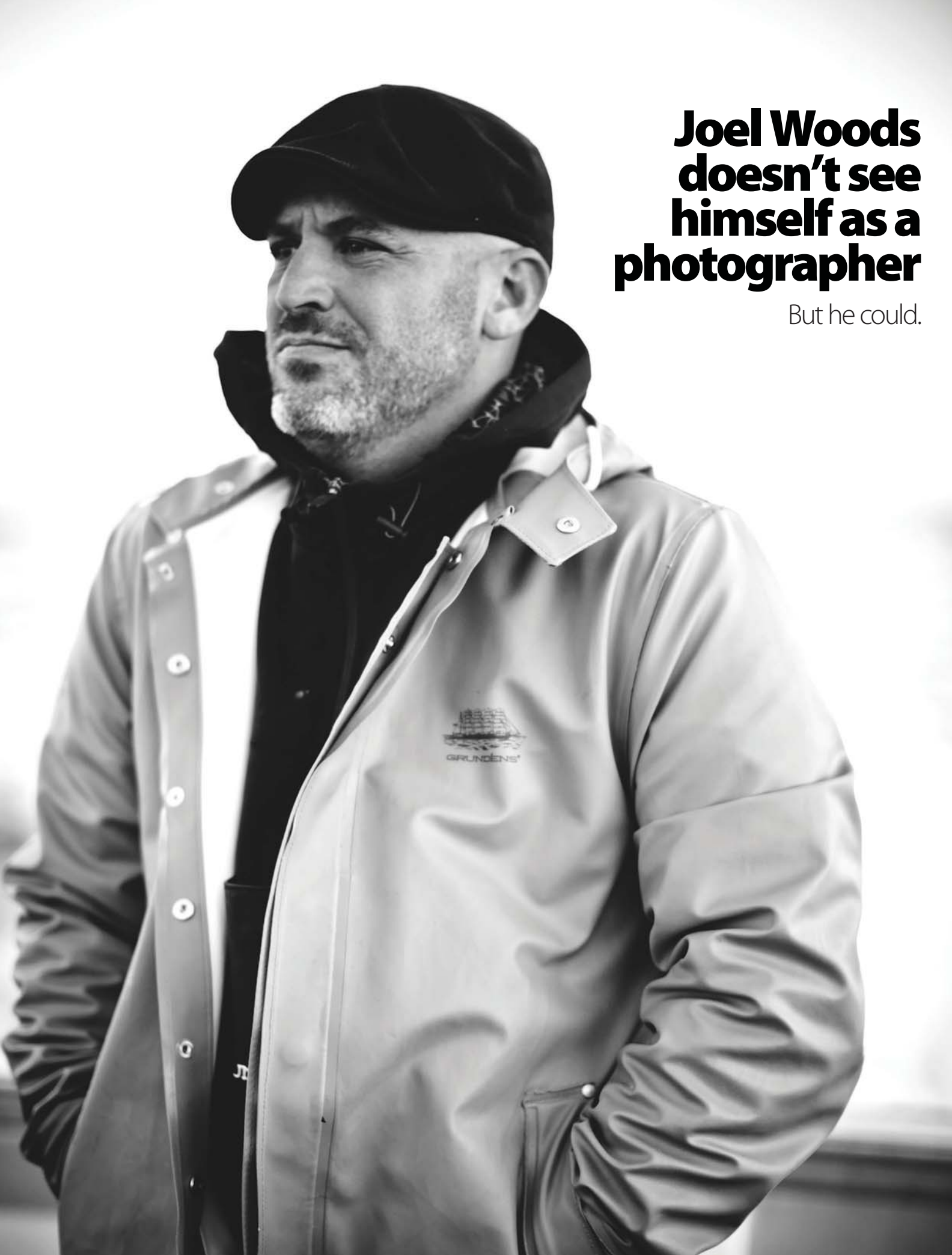
The IAM National Pension Fund has more than 100,000 active participants and over 90,000 benefit recipients receiving over \$58 million per month in benefit payments. Under the current plan of benefits, normal retirement age is 65, however, unreduced benefits apply to plan participants of any age with 30 years of service, or at age 62 with 20 years of service.

The Fund may also recognize years under predecessor plans as Vesting Service for eligibility purposes. Plus, any participant with five or more years of service is eligible for Normal, Early, and Disability pensions.

Questions? Visit iamnpf.org. Or talk to your Business Rep about proposing the IAMNPF in your next contract.



When Work Ends, We Begin.



Joel Woods doesn't see himself as a photographer

But he could.

Forget what you have heard in those Dos Equis beer commercials, IAM Maine Lobstering Union (IMLU) member Joel Woods just may be the world's most interesting man.

He's a lobsterman, a fisherman, an adventurer, world traveler, a self-proclaimed BS artist and—as far as we're concerned—a photographer too. He's been making a living at sea for 20 years, and taking pictures of those adventures for just as long.

"I'm a fisherman, a working man who has learned to use a camera to capture what I see on a daily basis. Although I capture it, I can't take credit for it, I'm just fortunate to work in such an amazing and beautiful environment."

Woods' work has been printed in several publications, most recently in a 16-page spread in New England's Yankee Magazine. His work can also be seen in New England Today and Professional Photographer Magazine.

"People say to take something you love and make a career out of it, that way you'll never feel like you're working," said Woods. "I say to hell with that—you'll ruin the one very thing you love, and you'll never love it again."

Woods started taking pictures around the same time he started lobstering, taking disposable cameras out with him to capture the cool stuff they were doing.

“What makes my pictures worth seeing is the work I do at sea. Without it, I'm just another guy with a camera.

"I didn't get many good shots with a point and shoot," said Woods. "I ended up saving up my money and getting a 35mm camera."

After someone broke into Woods' car and stole that camera, he made the jump to a digital SLR and really started getting excited about taking pictures. The instant gratification of being able to see the pictures he was taking really made things click, and inspired him to make each picture better than the last.

"Facebook is really what opened things up for me," said Woods. "Seeing people's reaction to the pictures I post. It helps you realize that your stuff is good, and other people enjoy seeing it."

"Now, taking pictures is part of my everyday life. I rarely go anywhere without my camera, and everywhere I look I'm thinking about how to take the picture."

Woods is often asked why he doesn't hang up his fishing gear and pick up the camera for a career. His simplistic personality shines through in his answer.

"All I have is a good work ethic and a strong back," said Woods. "What makes my pictures worth seeing is the work I do at sea. Without it, I'm just another guy with a camera."

"There will come a time when my body will be too old and broken to spend any more days on the water. When that time comes, I'll be fortunate to have so many images to take my mind back out."

Woods is a minimalist by nature in just about everything he does. He's never read a photography book or taken any classes. He also doesn't use any expensive software to edit his photos.

"I usually buy my cameras used, because they usually don't last very long. The sea is rough on them," said Woods. "As far as editing software, I've never purchased any. I just use whatever comes on the computer I buy. I don't need much."

"Taking pictures has changed my life. It's changed the way I view things. It's hard to explain how it's been instrumental in my growth as a man and as a human being, teaching me compassion and how to see beauty in the smallest of things."

“People say to take something you love and make a career out of it, that way you'll never feel like you're working. I say to hell with that—you'll ruin the one very thing you love, and you'll never love it again.



One thing Woods is more passionate about than his photography? His dedication to helping lobstermen get the recognition and the pay they deserve.

"When I got word the guys from IAM District 4 were trying to help us, I rounded up as many pissed off lobstermen as I could," said Woods. "Once we met with them the first time, I knew I had to get involved. I have never seen an organization that wants nothing more than to just help other people succeed. Who wouldn't want to be a part of that?"

"Plus, I love a good fight," added Woods. "That's a part of who I am."

Woods has traveled and fished all around the country; from lobstering in Maine, herring and mackerel trawling in Massachusetts and salmon fishing in Alaska.


"It's such a shame to see how these guys get taken advantage of," said Woods. "You see what they get paid for their catch at the dock, then you see the market price just a few towns over—it's just ridiculous."

"These men and women go out every day and do what companies



Want to know more about Joel?

We sat down for an interview.

 [.com/FranticHarbor](https://www.youtube.com/FranticHarbor)

can't—catch lobsters from the sea and bring them to shore. The companies want the lobsters, but they can't get them. That should be worth more than what it currently is."

With the help of District 4, IMLU members have made huge strides in improving the way of life for themselves and future generations. They collectively lobbied their Maine state representatives and defeated two bills that would have had negative effects on their industry, and also helped pass a bill that allows lobstermen who leave to serve in the armed forces to maintain their licenses when they return from duty.

“I have never seen an organization that wants nothing more than to just help other people succeed. Who wouldn't want to be a part of that?”

Most recently the IMLU was able to purchase a wholesaling lobster business and form a co-op for its members. This will allow members to sell their lobsters directly to the union cooperative at market price, then receive a share of the wholesale profits at the end of the year.

“This is an absolute game changer for IMLU members,” said Woods. “Not only does this help put more money in their pockets, but it will also grow the union movement across the state. This is what we have been working towards since the very first meeting.”

Woods says he's involved in the IMLU to help the men and women secure their future and their industry. He doesn't own a boat or expensive equipment, or even hold a lobstering license in Maine. He works as a sternman, assisting the captain. He's purely in it to see the men and women who fish the waters of Maine for lobster make a better living for themselves and their families.

“I don't have a vested interest here,” said Woods. “I've traveled around all my life, I don't plan to stop now. I just want to see my brothers and sisters out here make a better living for themselves and their families. I want them to see that when they stand together, there is nothing they can't do.”

“The people putting in the hard work are the only ones not making money off the lobsters.”

Woods believes fishing communities around the country have been taken advantage of for far too long.

“Have you ever seen a wealthy fishing community? Yeah, neither have I,” said Woods. “It's a shame how little of a piece of the pie they get. I've seen people risk their lives in horrible sea conditions because they have a boat payment to make. If they don't go out and haul their traps that day, they could have their boats repossessed. The people putting in the hard work are the only ones not making money off the lobsters.”

Even though the IMLU is making historic progress in Maine, Woods feels there is so much more that can be accomplished in other fisheries around the country.

“When they get everything up and running smoothly here, and I'm no longer useful, I'll probably move on to the next fishery and try to do the same thing there,” said Woods. “Introduce them to the IAM and figure out a way to help.”

Woods makes an effort to promote the IMLU every way he can. He purposely wore an IMLU T-shirt during a video segment on the local news channel. And when the Maine Maritime Museum asked to use some of his photos for their Lobstering exhibit? Sure, no problem, but they had to include the lobsterman forming a union as part of the exhibit timeline.

Woods donates all the proceeds of sales from his photography website (joelwoods.zenfolio.com) to the Wounded Heroes Program of Maine, 501(c)(3) non-profit, all volunteer organization established to support wounded veterans when they return home after being injured in the line of duty. ■AH





Richard Crowson was born and raised "in the shadow of Graceland" in Memphis, TN. His cartoons have been reprinted in Time, Newsweek, The New York Times, The Washington Post and USA Today as well as other publications and many books. He was the first cartoonist for both The Jackson (Tennessee) Sun and The Wichita (Kansas) Eagle. He currently cartoons for The Eagle on Sundays, and just won first place for his Kansas political cartoons from the Kansas Press Association for 2017. He is a roster artist for

Arts Partners, producing classroom programs in cartooning and in bluegrass and folk music for Wichita schools. He and a friend perform as "Pete and Woody" for students, introducing them to the folk songs of Pete Seeger and Woody Guthrie. For years, IAM District 70 members in Wichita have enjoyed Richard's progressive editorial cartoons in the Eagle. We are pleased to report that Richard will now be contributing custom cartoons for the IAM.

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