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Southwest and Alaska Steward Training



Apply NOW for the DL 142 Annual Scholarship Competition! See page 8.

District Lodge 142 Critical Incident Response Team (CIRT) plays crucial role in wake of tragic events

By Stephanie Starks
DL142 Critical Incident Response Director

Critical incidents are traumatic events that cause powerful emotional reactions in people who are exposed to them. Examples include witnessing a serious injury, responding to a fatal accident scene, or experiencing an active-shooter incident, a terrorist

event, a robbery at gunpoint, a weather disaster or a transportation accident. The most stressful critical incidents are line-of-duty deaths, co-worker suicides, multiple-event events and multiple-casualty incidents. The IAM District 142 Critical Inci-

dent Response Team provides rapid assistance to those who experience such events. In the past 12 months, the IAM has responded to three incidents: the Pulse nightclub shooting in Orlando, the Oklahoma City airport shooting and, most recently, the Fort Lauderdale airport shooting. In each of these situations, we had members who were affected. At Fort Lauderdale airport, DL 142 members were affected in a secondary situation after the shooting occurred in another terminal. Members reported seeing a “wall of people” running toward them. There were reports of another shooting. People were running for their lives and taking cover and, in some instances, barricading themselves in offices. There were a lot of unknowns as to a second shooting incident and members feared for their lives. Several reported witnessing injuries caused by the stampede of people in the terminal. In each of these events, our Critical Incident responders asked questions:

- Did members witness or otherwise experience a highly unusual and/or stressful event?
- Were they in danger, or did they believe they were in danger?
- Did a member suffer serious injury or die unexpectedly?

- Did the police, fire department or other emergency workers respond?
- Has the event been called a “crisis,” “tragedy,” “catastrophe,” “disaster” or “terrorism”?
- Has there been media coverage of the event?

In each of the three recent cases, the answers to all of the above questions were “yes.” The Critical Incident responders then proceeded on three steps: defusing, debriefing and follow-up. Defusing is done on the day of the incident before the involved individuals have a chance to sleep. This procedure is designed to assure them that their feelings are normal, to tell them what symptoms to watch for over the short term, and to offer them a telephone number where they can reach someone they can talk to. Defusings are limited to individuals directly involved in the incident and are often done informally, sometimes at the scene, to address their short-term needs. Debriefings are usually the second level of intervention for those directly affected by the incident and often the first for those who were not directly involved. Debriefings are normally done within 72 hours of the incident and give individuals opportunities to

(Please see page 8)



Secretary-Treasurer's Report

By Ian Anderman

Right to work is wrong!

As enemies of labor unions solidify their grip on Congress, the courts and the White House, we find ourselves confronting the possibility of a national “right to work for less” law that could cripple unions from coast to coast. The election of a fervently anti-union president has made these anti-worker forces even bolder, and it is only a matter of time before they introduce a “right to work for less” law in Congress. Using front groups, they have been financing lavish anti-union propaganda campaigns and pushing laws through state legislatures — all with the goal of taking away the basic freedoms of working people. This legislation, which has strong support among Republicans in the United States Senate and House of

Representatives, would prohibit any state from letting unions negotiate union security rules into their contracts with employers. These provisions require all employees in a bargaining unit to pay their fair share of the costs of running a union, either through dues or service fees. Such laws already exist in many states, and they have had disastrous consequences. In these states, union members are forced to shoulder all of the costs while their co-workers get a free ride, enjoying many of the benefits of union representation — including good wages — while contributing nothing to the organizations that make these benefits possible. Experience and hard data show that wages, benefits and living standards in “right to work for less” states

are inferior to those states that allow union security clauses in labor contracts. We, as union members and believers in decency, have the power to put a stop to this. It’s time to reverse the tide and reclaim America for its working people. Please contact your representatives in Congress and demand that they vote against “right to work for less” legislation and other anti-worker laws. To find how to contact them, visit ww.aflcio.org and click on “Legislation & Politics” and then “Your Elected Officials.” You can also contribute much-needed funds to the Machinists Nonpartisan Political League (MNPL). For more information, visit www.goiam.org and click on the “MNPL” menu tab. We have a battle ahead. Let’s fight to win!




EAP Report

By Paul Shultz, EAP Chair

Grief: how to cope

Editorial Note: This EAP column is in response to the shooting events in Fort Lauderdale on Jan. 6, when a gunman opened fire in Terminal 2 and panic spread throughout the airport. Five people were killed and many were wounded. Our thoughts and prayers go out to the victims of that tragic event. The DL 142 Critical Incident Response Team (CIRT) played a vital role in helping those who were affected (please see front-page story) and thanks everyone who assisted in the response.




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When we hear or read about grief, most of us think in general terms of an emotion that is an extreme degree of sadness. A good definition of grief would be “an instinctive, normal, natural response to any loss.” **Grief has many varieties, including:** **Complicated Grief:** Grief that is intense and long-lasting, and begins to take over a person’s life to the point of being disruptive to normal daily living routines — for example, a parent who is not able to move back into life following the death of a child — or it can be someone’s reaction to the death of someone who had been abusive. **Delayed Grief:** Grief that has been “shelved” or postponed because of circumstances. An example would be when a parent suffers the loss of a child or spouse but must continue to be the caregiver for the remaining family members. **Disenfranchised Grief:** Grief involving losses that are not typically recognized by society: the loss of a pet, the loss of a limb, a miscarriage, a failed adoption, a fire, or the loss of a family heirloom, an antique car or another irreplaceable item. A related word to the noun “grief” is “grieve,” a verb for engaging in the process of dealing with grief, which is an active and ongoing task. Grief is a process with a goal. The goal is to find a way to accept and deal with the reality of one’s situation — to

get back to “normal,” although it may be a new normal. **These are the recognized stages of grief:** **Shock and Denial:** A numbness and disbelief that the event has occurred. There may be associated physical reactions, such as feeling faint or nauseous. To help yourself through this stage, surround yourself with friends and family for support. Being around people who care about you can help ease the pain. **Anger:** Such anger can be directed at the deceased, at his or her doctors, at the world, at yourself. Some will easily express anger toward anyone and anything. Others suppress their anger, keeping it bottled up or even turning it inward toward themselves. Anger turned inward is guilt. **Bargaining:** With bargaining, there is a sense we just want life back the way it used to be. We wish we could go back in time, if only... **Depression:** The loss feels overwhelming and sadness seems never-ending. There may be a real sense of loneliness or emptiness. Feeling depressed is one of the first signs you have begun the healing process. **Acceptance:** of the situation and life’s new reality. Everyone grieves differently. These stages are not a checklist to be followed in a prescribed order. You may be in several stages at once, or go in and out of a stage.

There is no hard and fast time line for the grief process because we are all different. Grief often lasts longer than we recognize and can resurface at inopportune times. Holidays, anniversaries and birthdays can be triggers. Time does not heal all wounds. Fear underlies almost every phase of dealing with grief. Just as there is no right or wrong way to grieve, there are no right or wrong emotions. You feel what you feel. Remember to be gentle with yourself and allow yourself your feelings. Also, practice good physical care: eat healthy, exercise and get enough sleep. Avoid self-medicating with drugs and or alcohol. Try to avoid excessive amounts of caffeine. A note about the workplace: Treat your co-workers with dignity and respect. Be nice to each other. You don’t know what is going on in your co-worker’s life that he or she may be carrying into work. Your co-worker is not going to come to work and announce that “10 years ago today, I lost my child.” If you are experiencing grief or any other difficult personal situation, or if you know of someone who is struggling with personal issues, contact your Local Lodge’s EAP coordinator. You can always contact me on my cell phone, (704) 907-3563, or by emailing me at pm.shultz@att.net.



President’s Report

By Dave Supplee

America’s working people fight back

The Trump Administration is only a few weeks old, but it’s already looking like a train wreck for America’s working people. A case in point is the disastrous nomination of fast-food executive Andrew Puzder — a fellow who didn’t even believe in the value of human labor, let alone the rights and welfare of his own employees — as secretary of Labor.

Mr. Puzder withdrew himself from consideration when it became obvious he wouldn’t have sufficient support for his nomination in the Senate. It turned out that a handful of Republican senators couldn’t accept his employment of an undocumented immigrant as a housekeeper, among other things.

Labor leaders and activists are keeping an open mind as we look into the record of Alex Acosta, the Florida law school dean chosen by Mr. Trump as his new nominee to head the Department of Labor.

Unlike the previous nominee, Prof. Acosta has experience in the field of labor law. He served on the National Labor Relations Board in 2002 and 2003 under President George W. Bush, who later appointed him assistant attorney general for the Justice Department’s civil rights division.

If and when he is confirmed as secretary of Labor, his top priority should be protecting the interests of all

men and women, as opposed to the corporate powers who regard their employees as mere assets to deploy in the quest for greater profits.

They are going after us, but we won’t be silent.

Hard-working families need and deserve an advocate who will push for and implement policies that will turn the tide against declining wages and rising income inequality. A key element in this effort would be making it easier for working people to get together and negotiate with their employers the terms of their employment. This is what unions are all about.

Unfortunately, we can’t expect the Trump Administration to help workers empower themselves. The president’s rhetoric is antagonistic toward the very idea.

For example, Mr. Trump is an outspoken advocate

for a national “right to work” law, which would devastate unions. A more proper name for such legislation is “work for less.”

Now that anti-worker forces have seized control of all branches of the federal government, it won’t be long before we see the attack on workers take tangible form.

In the recent past, “right to work (for less)” laws on the state level often focused on public-sector workers like teachers and bus drivers. But now they have airline industry workers in the crosshairs.

They are going after us, but we won’t be silent.

Across the country, Republican legislators are experiencing the rage of constituents who are furious about the GOP’s anti-worker agenda, from the planned destruction of the Affordable Care Act to the revocation of overtime pay for tens of thousands of government workers and vendors.

An alarmed public is being heard at town hall meetings and at congressional home offices. The message is: “We won’t let you take our country backwards. We have too much to lose!”

As Americans and as working people, it is our job — our duty — to hold these legislators’ feet to the fire, letting them know if they betray us, their constituents, they will get burned.

Southwest Stewards attend training conference



Southwest Airlines stewards gathered for their annual conference on Jan. 30-Feb. 1 at the William W. Winpisinger Center in Hollywood, Md. Stewards heard reports from District Lodge 142 President Dave Supplee and Secretary-Treasurer Ian Anderman. Participants discussed rules and procedures concerning harassment inside and outside the workplace, including social media, and were trained in the roles of stewardship.



DL 142 Special Rep David Figueira draws on years of experience to serve IAM members in Hawaii

David Figueira has decades of experience making machines run smoothly as a mechanic, and in recent years he has brought his hands-on skills to serving and growing the DL 142 membership as the special representative for Hawaiian Airlines.

Figueira took over the role in 2015. He had previously been the grievance committee chair at Local Lodge 1979 in Honolulu for almost two decades, handling many of the duties of a general chair since there was no representative assigned to Hawaii before he began as a special rep.

Now that Derek Morton of LL 1979 has taken on Figueira’s former duties as committee chair, Figueira is able to focus more on the bigger picture.

“I’m trying to organize new workers and spend more time on the different islands,” he said. “I make station visits, meet with the members and ask how everyone is doing.”

DL 142’s Hawaiian membership has grown from



David Figueira

450 when he started to almost a thousand members now.

The most common concerns he hears from members relate to ensuring the contract language is enforced, especially in terms of overtime pay.

“The IAM has established a good relationship with the company,” he said. “We don’t agree on everything, but we’re able to work out a lot of the differences.”

He said the geography of the islands enables him to deal with issues quickly. “Being here in Hawaii, all of the key people at the airline we need to deal with are close by,” he said. “If I need to talk to the CEO, I can walk into his office the same day.”

Figueira grew up in the town of Hilo on the Big

Island. He studied carpentry until he realized he enjoyed working as a mechanic. He was an aircraft mechanic in the Air Force before joining Hawaiian Airlines in 1989.

Union leadership

Two years later, he took on the responsibilities of a shop steward, amplifying the voices of his fellow mechanics to get their issues addressed.

“We made changes little by little,” he said. “Through negotiations we were able to get shift trades and continue to police the contract language to make sure the company was held accountable for overtime pay. Over the years, we made many changes in our favor.”

In his position as special rep, he has many of the same goals, with a focus on establishing maintenance stations for Hawaiian Airlines throughout the West Coast that will be staffed with IAM-represented mechanics.

He praises IAM International General Vice President Sito Pantoja and DL 142 President Dave Supplee for their commitment to members at Hawaiian Airlines and for appointing a special representative for the islands.

“They recognized we needed a special rep who wasn’t 3,000 miles away,” he said. “Now I deal with issues on the same day they come up.”

Figueira lives in Oahu with his fiancée, three children and an 80-pound boxer named Rocky.

Looking ahead, he wants to continue to police the strong contract that was negotiated in 2015, keep morale high and educate new workers about the Labor Movement.

“The main thing I want to accomplish is to continue to grow the membership,” he said. “We can organize different groups outside of Hawaiian Airlines. We need to let them know that the union way of life is better.”

DL 142 vice president to represent ramp members and 3,000 CSA members at Alaska Airlines

Justin Bates, District Lodge 142’s newly elected vice president for Alaska Airlines, looks forward to applying his unique perspective as he advocates for IAM members at the airline.

Bates took over the role in August to “represent the rampers” as well as more than 3,000 customer service agents at Alaska.

“I want to be a booming voice for our work group going into the future,” he said. “I want to strengthen the unity between both of the work groups and present a united front as we begin to work on contract negotiations.”

Bates was born and raised in Anchorage and started working on the ramp in 1997. He made a point to take advantage of the many opportunities afforded to him by his union, including the ability to work in stations across the state.

“I was able to see more of the state I love, meet new people and get to see the ramp position from new perspectives,” he said.

“Depending on the location, they are working in



Justin Bates

hellacious conditions sometimes.”

With this experience under his belt, he decided to take on a leadership role, encouraged by his mentor, DL 142 General Chair Jeff Tobias. He became a steward and eventually shop committee chair, as well as a trustee at Local Lodge 601 in Anchorage.

Listening to concerns

As VP he is learning more each day as he flies to stations across the state (“there aren’t many roads here”) to listen to members’ concerns.

“Job security and wages is what I’m hearing about most from members,” he said, noting that basic necessities cost more in the region.

“But I’m also talking to everyone about our pension plan, to let them know we need to fight to keep it — both for the younger generation and for those close to retirement.”

These issues and others, such as monitoring potential mergers and battling the trend toward outsourcing

work, will be addressed when negotiations for a new collective bargaining agreement begin later this year.

“I’m making sure everyone is on the same page,” he said. “We want job security, higher wages and the ability to retire and live a good life after we finish working.”

“To achieve those goals, we have to have a cohesive message,” he continued.

‘I want to be a booming voice for our work group going into the future.’

“If we all focus on the same things, the company will know we’re a united front and that we’ll fight for what we want.”

Bates lives in Anchorage with his wife, Katie, and their blended family. They travel and do lots of fishing, hunting and camping during the summer months.

As he continues to meet the challenges of his new duties as VP, he takes time to be thankful for all that the union has enabled him accomplish.

“I love the union and all of the different hats I wear,” he said. “Having the chance to see the state I love and meet so many different members, it makes me want to be the best representative I can be for them.”

Don't listen to rumors during negotiations

Negotiating a contract is a long and arduous process. Many factors come into play, including, first and foremost, the strength of union members.

For many years, union solidarity has helped District Lodge 142 members at ExpressJet achieve many of the best work rules, regulations and wages of any union contract for Flight Attendants anywhere.

Unfortunately, a group of disaffected individuals brought together by social media is threatening the singularity of purpose that has given so much to our members in this bargaining unit.

The IAM has faced similar challenges from the same people directing this group, and each time airline workers lost. Northwest Mechanics were 10,000 strong with the IAM before they chose to isolate themselves from the rest of the Labor Movement by joining an "independent" union that wasn't affiliated with the AFL-CIO.

As a result, by the time of the merger with Delta, Northwest had only 400 Mechanics left. Soon after, United Mechanics were swayed to believe they could do better for themselves by being "independent" and they watched United start subcontracting maintenance work outside the United States (something that was prohibited under the IAM contracts), costing 8,000 jobs.

Every time workers are duped into believing they could do better by isolating

themselves, they suffer. There is never a good time for disunity, but it can be especially damaging when a union is in tense negotiations with a company on the brink of bankruptcy.

What can members at ExpressJet do to help the IAM?

- 1. Don't sign anything just because someone asks you to sign something.
- 2. Maintain constant communication with your union through your shop steward, grievance representative or general chair.

When contract negotiations are tense, the break rooms, hangars, jetways and airways tend to get flooded by rumors and misinformation. The current negotiations with ExpressJet are no exception.

As a result, our members often hear different accounts of what is going on, and sometimes it becomes difficult to distinguish truth from self-serving propaganda.

It's one thing when a member hears or reads something that's accurate, but

misses some of the details and passes on his or her incorrect interpretation of events. It's something else when people deliberately mislead others for their own advantage.

When you encounter something that sounds unusual or not quite right, check it out before accepting it as fact. Consider the validity of the source: Is it the union that has served you so well or is it a small group with its own axe to grind?

Under no circumstances should you sign anything without first understanding what it is. We have heard reports of members signing what they were told was a request for more information but is, in fact, an extremely damaging document that could undercut your union's efforts to serve your interests.

If you work at ExpressJet and see something you have questions about, please share it immediately with your steward, grievance rep or general chair. We will get the facts to you.

In the meantime, you can get factual information about all of our negotiations from our website, www.iamdl142.org/expressjet.

In addition, we have amped-up our communications via regular emails and through the IAM app. The app can be found in the Apple Store or Google Play Store by searching "IAMAW." Look for a blue box with gold wings. Download it and allow push notifications.

Always remember your union stands strong and proud with you!

The IAM has experience, clout and strength in solidarity

With nearly 700,000 active and retired members, the IAM is one of the largest and most diverse labor unions in North America.

From Boeing and Lockheed Martin to United Airlines and Harley-Davidson, you will find IAM members across all walks of life.

IAM members demand respect and dignity in the work place. Together, we have been able to bargain for increased job security, higher wages and improved benefits.

For more than 120 years, unions have fought for workers' rights and benefits that are often taken for granted — benefits like sick pay, leaves of absence, bereavement leave, holidays, vacations, retirement security and health care.

Alaska Airlines shop steward conference



Alaska Airlines stewards gathered for their annual conference on Jan. 22 - Jan. 25 at the William W. Winpisinger Center in Hollywood, Md., where they listened to reports from District Lodge 142 President Dave Supplee and Secretary-Treasurer Ian Anderman. Topics focused on the roles of a steward, negotiations, networking, team dynamics and building a stronger union at the workplace.





Ground Safety Report

By Ron Miller, Ground Safety Committee Director

2017 Ground Safety Training Conference

Letters have gone out to each Local Lodge announcing the 2017 Ground Safety Training Conference. This is our annual conference hosted by the Joint Air Transport Safety Committee for District 142, along with Districts 140 and 141.

We meet Aug. 29, 30 and 31 at the William W. Winpisinger Education and Technology Center in Hollywood, Md., with travel days on Aug. 28 and Sept. 1.

This year’s theme is “Safety: Working Together for Success.”

We expect a full house again this year, so please have your registrations submitted by your Local Lodge early and no later than Aug. 1.

When the available seats fill up, we will place registrations on a stand-by list. You know what a stand-by list is — first come, first to get an open seat.

Our goal is to have at least one Safety Representative from each Local Lodge attend the conference, so don’t miss out!

Base Maintenance Safety takes a giant step forward at American

As the integration of US Airways and American maintenance programs continue at the new American Airlines, a giant step forward in the safety programs is also taking place.

The IAM Safety Committees at Charlotte and Pittsburgh Base Maintenance, along with the TWU Safety Committees from Dallas (DWH) and Tulsa Base Maintenance, are coming together each quarter to work with their respective management counterparts and the AA Tech Ops Safety Department.

Starting at the Charlotte Base, the Base Maintenance



Safety Symposium will take place over two days and will be a new opportunity for the Joint Safety Committees to collaborate and learn from each other.

They will discuss their ongoing safety programs, their successes and challenges, and their equipment and tooling needs as they help each other along their journey toward recognition by the OSHA Voluntary Protection Program.

This will be a time for getting to know each other on a personal level and helping all four base Joint Safety Committees work together to ensure all of our members/employees go home each day from work to their families and loved ones.

The first symposium last year was hosted by the

CLT Joint Safety Committee and co-chaired by Ron Miller of the IAM, Tony Cava of the TWU and Lori Keating of Tech Ops Safety. Bill Cade, vice president for base maintenance and engines, welcomed everyone and emphasized the importance of Joint Safety Committees.

Managing conflicts

In one of the event’s highlights, Terri Brown, senior mediator of the National Mediation Board, led a two-hour training program on how to manage conflicts within our committees and between individuals.

In addition, each Joint Safety Committee shared information about its progress and challenges. The CLT base hosted a tour of its hangar and shops for the other three committees.

The next symposium will be hosted by the Pittsburgh Joint Safety Committee. Tulsa will host the fall symposium and Dallas (DWH) will host the fourth-quarter symposium.

New ANSI shirts at American

The wear test has started for the ANSI (American National Standards Institute) Class 2 shirts that will be an employee option that can be worn in place of the safety vest.

The wear testers are located in stations with the typically hottest weather, so not every station will see them at first, but if you do see a wear tester, check these shirts out and let the wear tester know what you think.

The plan is to have these shirts available as an option for this summer. Stay tuned and watch for ordering information to be announced by the company.



Human Rights Chair Kaleb Rosa brings people together

president of the Local Lodge.

He was also a member of the Young Machinists, which helped awaken his spirit of social activism. Through the group he became involved in community service efforts.

Rosa marched in Selma, Ala., and attended the IAM Human Rights Conference in Puerto Rico.

“At the conference I learned a lot about the challenges that women and people of different races face in the workplace,” he said.

“Just because we’re not all facing the same adversity, it doesn’t mean we can’t help each other out as a society,” he continued. “We have to keep growing the movement.”

Rosa grew up in Kauai, Hawaii, and became a commercial fisherman in Alaska after graduating high school. He remembers prepping the boat for fish season when he heard that Alaska Airlines was hiring at Sea-Tac Airport in Seattle.

Intrigued by the flight benefits, he took what he thought would be a summer job as a Customer Service Agent, but soon he began moving up the ranks at the airport and in his Local Lodge.

He hopes to bring his experiences in fighting for human rights to a wider audience with his new position, which he assumed last December.

“When I got started, the Local Lodge was all I saw,” he said. “But as you get older you see the Labor Movement is a lot larger. You have to get involved nationally and unify all the Local Lodges.”

Rosa grew the Human Rights Committee at Local Lodge 2202 from a handful of members to more than 20 committed activists. As chair, he plans to help other Local Lodges across the country jump start their own committees.

“I’ll help them recruit and mobilize, in person or through social media,” he said. “If all of District

Lodge 142’s Local Lodges get active, our voice will be that much louder.”

“There are so many other things competing for everyone’s attention that getting involved in the union falls by the wayside,” Rosa continued.

“We have to get rid of the apathy. With the situation in (Washington) D.C. now, people are realizing that it’s a daily fight.”

Getting to know your fellow members in DL 142 is a great way to see the bigger picture, he added.

“Everyone has an issue and we all want to improve our lives together,” he said. “Health care, gender equality, racial equality — it’s not just about hourly wages. It’s so much more than that.”

Rosa loves to travel with his fiancée. They usually visit two or three new countries each year, with Costa Rica, Portugal, Spain and Austria their most recent destinations.

Kaleb Rosa has a passion for bringing people together and getting them motivated, and he intends to use it to inspire a whole new group of activists in his role as DL 142’s Human Rights chair.

Rosa became active in his union shortly after he became a member in 2002. He has been on the staff of Local Lodge 2202 in Washington since 2004, taking such roles as auditor, trustee, vice president and

Flight Safety Report

By John Hall, Flight Safety Director



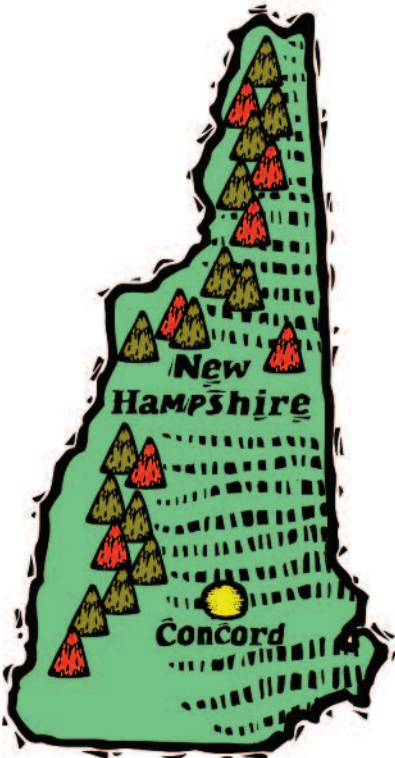
Conference on the horizon: Local Lodges need to send FSC reps to vital training course

We're looking forward to our DL 142 Flight Safety Conference, May 31-June 1 at the IAMAW's Winpisinger Training and Technology Center in Maryland. It is important that all Local Lodges send their Flight Safety Committee representatives to this vital training course, which will include the following features and more:

- **Dr. James Allen**, aviation medical examiner and industrial health physician, will discuss "Working Healthy in Aviation: A Human Factors Approach." Topics include the ins and outs of managing an aging work force — dealing with hearing loss (one in four adults suffer hearing loss), visual acuity (loss of near vision as we age), and longer recovery periods. Other subjects include obesity and recognizing, measuring and dealing with the dangers of contaminated air in the work place.
- **Gandra Schatz**, manager of American's Safety Management System (SMS), will describe how the different safety programs — maintenance, pilot, ramp, cabin, ASAP, FOQA, LOSA, etc. — interact with each other.
- **Loretta Alkalay**, former senior FAA attorney for the Eastern Region and current aviation law professor at New York University, will discuss the FAA's new enforcement policy and new SMS regulations to help airline employees who have safety concerns that a carrier may not be addressing or not addressing quickly enough. She also will describe other new FAA regulations and how they will affect us on the job.
- DL 142 Critical Incident Director Stephanie Starks will be there to talk about the Critical Incident Response Team (CIRT). So many incidents have happened recently and this team has been a huge value to the IAM and our membership. She will discuss "Psychological First Aid in Critical Incident Response."

- We are privileged to have former NTSB board member and current aviation consultant John Goglia return to discuss professionalism in aviation. In past conferences, John has discussed with Flight Attendant and Maintenance groups the history and roles of the IAM Flight Safety Committee in aircraft accident investigations. John has firsthand insight into what the NTSB expects from us at an accident site. He can also walk participants through initial notification, meeting with the NTSB, the investigation process and then through the final "sunshine" report. John is a former USAir Lead Mechanic from BOS, an IAMAW member and director of the DL 141 Flight Safety Committee. He is a contributing writer to aviation magazines and websites and serves on the Aviation Advisory Rules Committee.
- At the conference, attendees also will be certified in blood-borne pathogens (BBP) and personal protective equipment (PPE) by DL 142 Educator John Bidoglio. This is required training and certification for aircraft accident site access per the FAA and OSHA.
- DL142 Flight Safety Coordinator Bud Brown will talk about A&P license protection and how to successfully deal with the FAA and NTSB. He will provide a step-by-step description of the process, from when a member receives a letter from the FAA to answering FAA charges before an NTSB administrative law judge.
- I will give a reminder course on Flight Safety Committee duties and responsibilities. So many things happen while on the job, it's easy to forget the steps in dealing with management and the FAA in safety of flight issues. I'll discuss the basics of responding to an accident: review of procedures, responding to an accident and working under the NTSB on-site. Once again, it is important that the Local Lodges

send their Flight Safety Committee representatives to this conference. These are all vital topics for which we need training and education as part of being on our safety committees.



A win for workers as New Hampshire rejects 'right to work'

America's unions applauded the defeat of "right to work for less" legislation in New Hampshire on Feb. 16.

Democrats and Republicans in the state's House of Representatives voted 200-177 to defeat the bill, which had been part of a nationwide campaign to weaken the power of working people and strengthen the dominance of corporations.

"Right to work for less" laws force union members to pay the costs of non-union workers who benefit from union contracts. Wherever they are enacted, these laws undermine unions' bargaining power and drive down wages, health care and pensions for working people.

"This is a great victory for the working men and women in New Hampshire," District Lodge 142 President Dave Supplee observed. "We thank the broad coalition of pro-worker groups that lobbied to defeat this proposal."

Nine of the 10 states with the highest poverty rates are "right to work for less" states, President Supplee noted.

"Workers in states with 'right to work for less' laws make about \$1,500 less per year than workers in union security states," he added. "They are also less likely to have employer-paid health care and pensions, and more likely to die in accidents on the job."

File ASAP reports timely when you see a problem at your work station

By Sharon Moss-Bonner, ExpressJet ASAP ERC

Emergencies never seem to happen during business hours, but my cell phone rings at all hours of the night. This evening, I was sitting at a restaurant when text after text started coming through. My family has become used to me saying "I need to take care of this" after more than 20 years with Air Safety and three years on ASAP. This time it was medical emergency with a passenger on the last leg of a two-day round trip. I spoke to the Flight Attendant, a 15-year-plus veteran who doesn't rattle easily but was very upset. The Emergency Medical Kit was being used to take the passenger's blood pressure, but the FA had difficulty getting the manufacturer's seal off the kit. This wasn't a 100-pound FA, by the way. Valuable time was spent trying to remove the seal. Of course, the onboard attending doctor didn't help by telling the FA to hurry up.

I asked the Flight Attendant to submit an ASAP because this was an issue needing closer inspection. I was once told change at an airline was like steering a large ship. Turn the wheel today and you might see change of direction next month. The ASAP was filed and the ERC went to work. The report was sent to Maintenance and the Flight Attendant ERC inspected the EMK seals. It was determined that the seals were difficult to remove and this could slow response time in an emergency. The seals were replaced with different seals and each kit has another backup seal. Both seals are much easier to remove. This was a win for our Flight Attendants out flying the line. It is important for Flight Attendants to file an ASAP when they see a problem. No one knows who this FA was but me, but he has the satisfaction of knowing his ASAP report led to change for the better.

CIRT provides relief after recent tragic incidents

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talk about their experiences and how they have been affected. They also help them develop coping mechanisms, identify others at risk, and obtain information about services in their communities.

The important final step is follow-up. This is first done as a check-in on the day after the debriefing to ensure the members are safe and coping well or to refer them to professional counseling.

We had opportunities in Oklahoma City and Fort Lauderdale to conduct subsequent peer-group sessions where members were able to share their stories. In some instances, they were referred to local professionals for crisis and PTSD counseling. Victims of the Pulse event received follow-up visits at home.

In all three steps, In Critical Incident responder provides “psychological first aid” using the RAPID model: Reflective listening, Assessment of needs, Prioritization, Intervention and Disposition. The CIRT responder listens actively and assesses if there is a need for further counseling.

Both CIRT and EAP continue to help District 142 members involved in the three incidents.

The IAM recognizes with sadness that such incidents will continue to occur, and we will continue needing to respond by providing assistance to affected members. As a result, Critical Incident Response will be expanding and training will be provided for new responders.



Louis L. Gray — Robert M. Moore — Frank Score

2017 Memorial Scholarship Awards

District Lodge 142 International Association of Machinists and Aerospace Workers

Rules and Regulations

AWARDS – The 2017 awards will consist of one (1) First Prize of \$2,500 and several \$1,000 scholarship awards. Awards may be used for tuition only and will be paid directly to the college or accredited institute of higher knowledge at which the awardee is accepted.

ELIGIBILITY – The Essay Competition is open to members in good standing of District 142 as of Feb. 1, 2017, who are not former recipients of a District 142 Scholarship Award and to 2017 graduating high school seniors who are legal children of members in good standing of District 142 as of Feb. 1, 2017.

TIMETABLE – The Essay Competition opened Feb. 1, 2017 and will end at midnight, March 31, 2017. Winners will be announced May 1, 2017.

ESSAY RULES – The subject of the Essay will be “How can unions meet the challenges of the new ad-

ministration in Washington, DC?” The Essay must be less than 1,000 words and must be typewritten on 8 1/2 x 11 paper. The title must be placed at the top of the paper. Entrant’s name or any other identifying marks will not appear on the Essay paper. A bibliography of sources for the Essay material must be attached to the Essay. All work must be the sole work of the entrant.

HANDLING – All Essays received become the property of District 142 and may be printed in the future using the contestant’s name. Upon receipt, Essays and application forms will be separated and numbered only for judging purposes. The Scholarship Committee will match winning Essays to the appropriate application. The winners will be screened by the Scholarship Committee.

JUDGING – The judges will be selected annually by the Scholarship Committee. They will not be mem-

bers of District 142. The decisions of the judges will be final. Essays will be judged on grammar, syntax, style, organization and content.

DISQUALIFICATION – Entrants must comply with all rules regarding the scholarship competition or be subject to disqualification. Disqualification will be decided only by the majority vote of the Scholarship Committee and will be final and binding. Any information supplied by entrants found to be untrue will result in disqualification.

APPLICATION – Fully completed application forms must accompany all Essays. All applications must be sent by U.S. Mail to District Lodge 142 IAMAW, 400 N.E. 32nd St., Kansas City, MO 64116, and **postmarked no later than midnight, March 28, 2017. The word “SCHOLARSHIP” must be written in the lower left-hand corner of the envelope used to send in all entries.**

Tear off and mail this portion with your essay

2017 APPLICATION FORM

DISTRICT 142 MEMORIAL SCHOLARSHIP AWARDS — COMMEMORATING LOUIS L. GRAY — ROBERT M. MOORE — FRANK SCORE

Entrant's Name (Mr. or Ms.) _____ Entrant's SS# _____

Entrant's Address _____ Entrant's Email _____

Entrant's Phone No. _____ College or School to be attended _____

Entrant's Signature _____

IF A CHILD OF A MEMBER OF DISTRICT 142 LIST:

High School Graduating From _____ Graduation Date _____

High School Address _____

MEMBER INFORMATION:

Name _____ Card or Book No. _____

Address _____

Phone No. _____ Employer _____

TO BE COMPLETED BY FINANCIAL SECRETARY OF LOCAL LODGE:

Verification Statement: _____ is a member in good standing of Local Lodge _____ and of District 142 as of Feb. 1, 2017.

Signed by: _____

(SEAL) _____

Local Lodge Financial Secretary