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Scholarship winner

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Read the winning essay on page 7.

House committee approves Aircraft Maintenance Outsourcing Disclosure Act

I AM District Lodge 142 applauded the United States House of Representatives Committee on Transportation and Infrastructure for approving the bipartisan Aircraft Maintenance Outsourcing Disclosure Act of 2019 (H.R.4374) in November. The legislation is part of a comprehensive bill (H.R.5119) pertaining to safety standards at foreign repair stations. The bill, authored by U.S. Rep. John Garamendi (D-Calif.), a senior member of the committee, would require airlines to disclose the maintenance histories of their fleets, including the locations where they undergo heavy maintenance.

Airlines also would be required to submit an annual report to a new Federal Aviation Administration database that tracks the maintenance histories of their aircraft. The database would indicate whether maintenance was conducted in the U.S. or abroad, by FAA-certified mechanics or not, or by airline employees or third-party contractors.

Recent airline accidents raise serious concerns about the increasing trend of outsourcing maintenance, particularly to countries in Central America and Southeast Asia. These foreign outsourcers do not have to be FAA certified and are not subject to the drug and alcohol testing regimens required in the U.S. for mechanics. Outsourcing has eliminated thousands of middle-class jobs in the U.S.

“At my first hearing as a member of the Transportation and Infrastructure Committee, I asked the CEOs of several major airlines if their planes were maintained in the United States,” Rep. Garamendi recalled. “Sadly, none of them knew the answer.”

“Airline passengers have the right to expect that the planes they fly on are maintained under the highest possible safety standards by qualified mechanics,” he continued.

“My bipartisan bill prioritizes transparency so that FAA regulators and the public know who services the planes they fly on and where the service takes place.”
Women on the front lines of Labor

By Ian Scott-Anderman

May “Mother Jones” Harris called to action the wives of striking coal miners across Appalachia more than a century ago. Their efforts helped win miners’ favor.

At that time, women were not included in union activity of any kind and shut out of labor battles. They were pushed to the sidelines and stuck with domestic duties or they were caught in the crossfire as collateral damage.

Today, women are embracing Labor to pursue broader goals. Building collective power gives women an opportunity to fight for the rights of the LGBTQ community, racial and ethnic minorities, disabled workers, the poor and those who are raising children or caring for other family members.

A large part of Labor’s recent successes is attributed to women who are on the front lines for teachers, fast-food employees, caregivers, hotel workers and more. Here are a few examples:

#RedforEd

In February 2018, a band of women teachers in West Virginia organized the #RedforEd movement to demand fair wages, smaller classroom sizes and more education funding.

Their hard-fought efforts caught the attention of the nation and drew support from millions of Americans. The movement quickly gathered steam in Oklahoma, Colorado, Arizona, North Carolina, Kentucky, California and Oregon.

Along the way, teachers have scored gains across the board, including in areas where support for unions and education were thought to be lowest. Approximately 77 percent of the nation’s public school teachers are women, according to the National Center for Education Statistics.

Teachers aren’t the only ones fighting for better standards. Graduate students, adjunct professors and cafeteria workers have also joined the fight by organizing for better wages, benefits and working conditions.

UNITE HERE

Last year, nearly 8,000 UNITE HERE union members who work at Marriott hotels participated in a strike to demand improved health care, higher wages and protections against sexual harassment.

Women led the two-month strike against the hotel chain and persevered in demanding the company equip each housekeeper with GPS-enabled panic buttons to alert security staff in the event of uncomfortable encounters with hotel guests while cleaning their rooms.

Another possible cause of the holiday blues might be Seasonal Affective Disorder (SAD), a type of depression that comes and goes with the seasons, typically starting in the late fall or early winter and going away in the spring or summer.

SAD is not considered a separate disorder; it is a type of depression playing a recurring seasonal pattern. The symptoms are similar to non-seasonal depression, but they are linked to reduced exposure to sunlight.

While in many parts of the country it may not get cold and dreary for long, the days get shorter and people find themselves going to work and coming home in the dark.

Symptoms of SAD include:

- low energy
- hypersomnia (excessive daytime sleepiness)
- overeating
- weight gain
- craving for carbohydrates
- social withdrawal

Here are some helpful strategies against SAD:

- Get outside during the daytime as much as possible, even in the cold.
- Open window blinds and drapes.
- Sit near windows.
- Exercise in the sunlight.
- Treatments for Seasonal Affective Disorder also include:
  - Medication
  - Light therapy
  - Psychotherapy
  - Vitamin D

If you think you may be affected by SAD, see your doctor or a mental health professional, and if you see a co-worker who may be affected, suggest that he or she do the same.

To end this article on a positive note, here are some suggestions for keeping the holidays a happy and joyous time:

1. Keep expectations realistic for your personal situation. (It’s OK if

(Continued on next page)
EAP Report
(Continued from previous page)

1. Set manageable goals.
2. Pace yourself.
3. Organize your time.
4. Be realistic about what you can and cannot do.
5. Set reasonable spending limits.
6. Do not expect the holidays to fix personal problems that existed before.
7. Avoid overindulgence of alcohol.
8. Remember the spirit of the holidays.
9. Enjoy the simple pleasures by spending time with your pets, hobbies you enjoy, and people who make you laugh.
10. Do something nice for yourself and/or help someone who is less fortunate.

And finally:

Beyond a wholesome discipline, be gentle with yourself.
You are a child of the universe, no less than the trees and the stars; you have a right to be here.

— From Max Ehrmann's "Desiderata"

For help with SAD or any other personal problem, from substance abuse to family matters, contact your local IAM/EAP coordinator, or you may contact me, Paul Shultz, at (704) 907-3563 (cell) or pm.shultz@att.net.

Special Representatives named to Transportation Department

IAM General Vice President Sito Pantoja announced the appointment of DL 142 GC Special Representatives.

Jeff Tobius associated with IAM Local Lodge 2202 in Seattle in 2005 as a Customer Service Agent for Alaska Airlines. He became a Shop Steward shortly afterward and was elected as Recording Secretary of the local lodge in 2008.

He served on several committees of Local Lodge 2202, including its Organizing, Legislative, Human Rights and Bylaws Committees.

Since 2011, Tobius has been a General Chairperson for Air Transport District Lodge 142 and has led the IAM’s Alaska Airlines Bargaining Committee.

Gary Naylor, Jr. was hired by the Long Island Railroad in 2001, and in 2006 he became a Machinist at Long Island Railroad Local Lodge 754. He became a committee member in 2008 and Shop Steward in 2009.

In 2010, Naylor became Vice President of his local, and in 2011 he became the local’s Chairperson. Since 2013, he has been a General Chairperson for District 19 and has represented and negotiated contracts for members at Metro North Railroad, Pan Am Railways and Long Island Rail.

Road. “Jeff and Gary come from different sides of the Transportation Department spectrum,” GVP Pantoja said. “Their diverse perspectives will bring fresh and innovative ideas that will greatly benefit our members and make our union stronger.”

“Jeff is a tremendous asset to District Lodge 142 and played a crucial role in securing the contract with Alaska Airlines,” said Dave Supplee, President and Directing General Chair of DL 142. “We wish him well and look forward to working with him in his new role with the IAM.”
Notice of Nominations and Election for District Lodge 142 Officers

ATTENTION SISTERS & BROTHERS:

Pursuant to District Lodge 142 bylaws, an election will be conducted for District Lodge 142 offices as stated within this notice. The DL142 Officer Nominations, Endorsement and Election process is outlined below:

CANDIDATE ELIGIBILITY
Candidates nominated must be:

• A member of the IAMAW for not less than 1 year prior to the time of nomination
• Must have attended 50% of the regular meetings of their respective local lodges during the 12-month period ending the date of the close of nominations
• Must have been working in the trade as defined in Article II, Section 4 of the GL Constitution, for 6 months prior to the close of nominations (July 2019)
• Candidates for the Vice President positions must be from the carrier they represent.
• Candidates for Carrier Specific General Chairs positions need to be from the carrier they represent.

LOCAL LODGE NOMINATIONS
A special nomination meeting will be held by each Local Lodge on February 7, 2020 from 6:00 am - 8:00 am and from 6:00 pm - 8:00 pm for the following District Lodge 142 Officers: (See attached Nomination Locations). The deadline to submit written nominations to the District Lodge 142 Secretary-Treasurer for those eligible to nominate by mail is February 6, 2020 by 4:30 pm.

NOMINATIONS BY MAIL
• Members with work conflicts, including members on employer travel assignment
• Members who reside in outlying districts more than 25 miles from the meeting location
• Members who were prevented because of illness
• Members who were on leave qualifying under Federal, State or Territorial family leave laws
• Members on vacation
• Members on official IAM business approved by LL, DL or GL

Written nominations must be submitted by mail and must include the following information, or the nomination may not be accepted:

• The nominator’s printed or typed name, IAM book number, and Local Lodge number
• The nominee’s printed or typed name, IAM book number, Local Lodge number, position and length of term for which they are being nominated for

QUALIFIED MEMBERS MUST SEND NOMINATIONS BY MAIL TO:

1. Air Transport District Lodge 142
   PO Box 7327
   N Kansas City, MO 64116

   The deadline to submit written nominations to the District Lodge Secretary-Treasurer for those eligible to nominate by mail is February 6, 2020 by 4:30 pm Central Time. Hand delivery of written nomination is not permitted.

LOCAL LODGE ENDORSEMENT VOTE:
The nomination endorsement vote (if necessary) will be held, by secret ballot, on March 6, 2020 from 6:00 am - 8:00 am and from 6:00 pm - 8:00 pm. (See Attached Endorsement Locations)

NOMINATION ENDORSEMENT BY MAIL:
District Lodge 142 will handle the requests for nomination endorsement by mail.
• Members who reside in outlying districts more than 25 miles from the meeting location
• Members who were prevented because of illness
• Members who were on leave qualifying under Federal, State or Territorial family leave laws
• Members on vacation
• Members on official IAM business approved by LL, DL or GL

Qualifying requests for Nomination Endorsement Ballots should be mailed to the address below and must be received by February 6, 2020 at 4:30 pm Central Time:

2. Air Transport District Lodge 142
   PO Box 165408
   N Kansas City, MO 64116

Qualifying requests for Nomination Endorsement Ballots will be mailed a ballot with instructions, as they are received and verified. Voted absentee endorsement ballots must be received in the mail by the District Lodge Secretary-Treasurer, by Friday March 6, 2020 by 4:30 pm at the address indicated in the ballot instructions. Local Lodge endorsements will be determined by a plurality of votes for each contested District Lodge office. In the event of a tie in a Local Lodge nomination endorsement vote, the candidate who receives that Local Lodge’s endorsement will be decided by a coin flip, in accordance with previous election Rules for Electing Officers in Machinists District Lodge 142.

ELECTION NOTICE
Local Lodges will conduct the District Lodge Officer election on June 12, 2020 from 6:00 am - 6:00 pm. (See Attached Election Locations) In order to have his or her ballot counted, a regular due paying member must be shown on a Local Lodge voter eligibility list as having a due paid through the date of March 2020 or later. Anyone identified on a Local Lodge voter eligibility list as a Retired, Life or Exempt member are eligible to vote. Any voter who does not appear on a Local Lodge voter eligibility list will be instructed to vote a challenged ballot. Members in good standing, voting at the Local Lodge polling site must present valid photo ID, such as a state driver license, company ID, military ID, passport, etc.

ABSENTEE BALLOT PROCESS
District Lodge 142 will handle the requests for absentee ballots.

PRINT YOUR NAME: ___________________________ IAM Book #: __________ Local Lodge #: __________

NOMINATE THE FOLLOWING CANDIDATE:

(Nominee Name) ___________________________ (Nominee Card #: __________ (Nominee Local Lodge #: __________

For the following Officer Position: ___________________________ For a __________ year term.

YOUR SIGNATURE: ___________________________ DATE: __________

[NOTE: Only those members 25 miles from their scheduled Local Lodge nomination meeting location or members who are scheduled to work their regular shift during the endorsement election meeting hours or travel for work on the nomination meeting date can nominate by mail on endorsements.]

This form must be received no later than February 6, 2020 at 4:30 pm.
Editor's note: The member's Local Lodge number is on the front page of this issue, by their address.
Notice of Nominations and Election for District Lodge 142 Officers

(Continued from page 4)

Sentee ballots. All requests must be made in writing, by the requesting member and delivered by mail to the District Secretary Treasurer. The following provisions apply:

1. The written request for an absentee ballot must be received by the District Lodge Secretary Treasurer no later than 30 days before the election.
2. The request must contain the members full, current address.
3. The requesting member must sign the request.
4. If the records of the Lodge indicate that the applicant is eligible to vote in the election, the District Lodge Secretary Treasurer shall immediately mail the absentee ballot once ballots have been printed.
5. If, in the judgement of the District Secretary Treasurer, the member is not entitled to vote by absentee ballot, the member will be so notified, in writing, as soon as possible but no more than 10 days after receipt of the request for an absentee ballot.

Requests for absentee ballot must be mailed to District Lodge 142 by May 13, 2020 at 4:30 pm Central Time to the following address:

3. Air Transport District Lodge 142 Attn: Election Tellers P.O. Box 165378 N. Kansas City, MO 64116

Members can utilize the enclosed Absentee Ballot Request Form or clearly provide the following information in a written request:

- Purpose of request: June 12, 2020 District Lodge 142 Officer Election
- Requestor’s name, street address, city, state and zip code (PO Boxes are NOT accepted)
- Requestor’s signature
- Requestor’s Local Lodge number
- Requestor’s Company/Airline, Department and IAM book number

The request must indicate which of the following absentee ballot eligibility requirements have been met:

- Members who reside in outlying Districts more than twenty-five (25) miles from the designated balloting place
- Members who are confined because of verified illness
- Members on leave qualifying under Federal, State or Territorial Family Leave Laws
- Members on vacation (does not apply to retired members)
- Members on official IAM business approved by L.L., D.L. or G.L.
- Members on employer travel assignment
- Members on reserve military leave
- Members of Local 1979 who reside on any island other than Oahu

Absentee ballots that are received after May 13, 2020, 4:30 pm Central Time will not be accepted. Requests for a replacement ballot package must also be received no later than May 13, 2020, to be processed. Voted absentee ballots will be due back to the address listed on the ballot instructions by June 12, 2020 at 4:30pm Central Time.

In closing, if you have any questions please contact your Local Lodge Recording Secretary or me at (816) 452-6646 or (505) 453-7294.

Fraternally Yours,

Ian Anderman
Secretary Treasurer
IAMAW, District 142

Please note: Your Local Lodge number is printed on the top of the Local Lodge Nominations, Endorsement and Election Information Form enclosed with this correspondence.

Flight Safety Report
By John Hall, Flight Safety Director

ASAP Carrier Updates/Cabin Air

As I reported at the convention, Air Wisconsin has received more than 300 ASAP reports since the last convention two years ago. The company has closed a few stations and opened some new ones, but it has been advising Mechanics to keep the FAA updated with their changes of address.

American LUS has had 388 reports since the last convention. Previously, we were collecting a dismal 27 reports per year. This turnabout was due largely to the education of our members by Bud Brown and Mitch Worthington, who visited most of the stations and all the shifts. The last three stations — SFO, DFW and ORD — will be completed by the end of the year.

Chinedu Ironwke and Bud Brown attended a two-day Accident Investigation course at the NTSB Academy. In addition, Bud assisted the District Lodge by accompanying five students from New York Aviation High School to the AMT skills competition in Atlanta.

Bud attended all new-hire indoctrination classes in CLT, explaining the ASAP program and the safety culture at American.

We also assisted a Mechanic with an Emergency License Revocation from the FAA with the NTSB.

FSA had a significant jump in the number of ASAP reports: 679 in the last two years. The airline’s representatives recently visited American’s Maintenance ASAP to see how the Just Culture program works and to see if it might work for them.

A CLT Mechanic received a LOI from the FAA. Steve McNair (CLT) and I met with the FAA and brought this to a satisfactory conclusion with no penalty for the mechanic.

CommutAir has had 240 reports filed. This increase was due to the monthly joint promotion tours CommutAir has been doing at its hubs. The carrier also started doing peer-to-peer counseling.

In addition, Lisa Ferm has begun working with Flight Operations to develop Joint Crew Resource Management training that will become a valuable tool in the mitigation of various “common” safety issues.

ExpressJet’s ASAP numbers are up to approximately 200, even after losing the CRJ fleet and the subsequent numbers of F/As.

Debby Tucker (IAH) and Kari Hebert have been educating their members in the crew rooms around the system. They also have been working with management to establish a joint road show.

In addition to the regular monthly ASAP meetings, they have been meeting with management on fatigue and injury issues.

Cabin air

At the last Transportation Conference in Las Vegas, the membership supported the effects of toxic cabin air on our members and the flying public.

We were tasked with working on this issue and this is how we responded:

- At AAL, we have been working closely with the company, APA, APA, TWU and ASHRAE on cabin air quality issues. This group meets monthly or more often as needed. We are now in the process of acquiring respirators and correct filters for Mechanics when working on an active cabin air discrepancies.
- At XJT, a cabin air quality working group has been established and a FSC member has been meeting regularly with the company.
- We have conferred with the American Society Heating, Refrigeration and Air Conditioning Engineers (ASHRAE) and its SPPC 161 subgroup for air conditioning in commercial aircraft. It is made up of representatives from airplane, engine and APU manufacturers, academics, pilots, Flight Attendants and maintenance groups. We have a yearly conference and quarterly conference calls where we work on air quality standards for aircraft.
- We also worked with the District Lodge’s Legislative Committee on cabin air issues in front of congressional committees.

Moving forward

We are planning a future FSC training conference at the FAA’s Civil Aero Medical Institute (CAMI) in OKE. We were unable to hold a Flight Safety Conference due to circumstances.

I want to thank the Local Lodges for their support by sending their members to this training in the past and I hope you will continue to send them for training in the future. I believe this training has paid for itself in representing our members and the flying public.

We have a planned meeting with the NTSB in DCA to reintroduce ourselves and to discuss our participation in any future accident investigations jointly with the TWU.
Falls are the third leading cause of unintentional injury-related deaths and the top cause of nonfatal injuries, according to Injury Facts. In 2017, 36,338 people died from falls at home or at work. Whether you are working around an aircraft, in a stockroom, or at home putting up lights, trimming a tree or making repairs, ladders are both necessary and dangerous.

Don’t be the person in the picture! Here are some great tips from the National Safety Council:

**Choose the right ladder**

Using the wrong ladder can be dangerous. Think about the task at hand, choose the right size and style, and be sure to follow the directions on the ladder before you climb.

Consider these aspects of the job:

- How high do you need to reach?
- How much weight will the ladder need to hold?
- What is the environment in which the ladder will be used? Are there any electrical lines overhead?

Visit the American Ladder Institute’s website for information on choosing the right kind of ladder for you.

**Start with a firm foundation**

No matter what kind of ladder you’re using, place its base on a firm, solid surface and avoid slippery, wet or soft surfaces.

- Never lean a straight or extension ladder against a windowpane or other unstable surface; use a stabilizer and ladder leveler as needed.
- Block or guard doorways near any type of ladder so no one can open it and knock you off.
- Make certain the area is free of clutter, both at the base and top of the ladder.
- Never place a ladder on a box, barrel or other unstable base to gain additional height.

**Climb with care**

When people use ladders frequently at work or at home, they run the risk of becoming complacent. Make sure every time you step on a ladder you are mindful of the task at hand, have reviewed the labels on the ladder and confirmed that the ladder is in good working condition.

- Avoid using the ladder if you feel dizzy or tired or are impaired.
- If using a ladder outside, do not use in windy or inclement weather.
- Make certain the ladder is free of grease, oil, mud and other sticky or slippery materials.
- Wear slip-resistant shoes with clean soles for maximum traction.
- Face the ladder and always grip the rungs, not the side rails.
- Always keep three points of contact with the ladder: Two hands and one foot or two feet and one hand.
- Extension ladders should extend three feet above the roof or platform you’re trying to reach.
- Do not stand higher than the step indicated on the label marking the highest standing level.
- Don’t lean or overreach; reposition the ladder instead.
- Do not move the ladder while in use.
- Take your time when climbing down so you don’t skip any steps.
- Don’t climb while carrying tools; use a tool belt.
- Never have someone climb up to bring you something; only one person should be on a ladder at a time.

**Workplace ladder safety**

Of all occupational injuries, slips, trips and falls are the third leading cause of death. The National Safety Council supports the OSHA National Safety Stand Down. For more information on ladder safety at work, visit OSHA’s website.

As always, thank you all for your hard work. Please be safe and to try to help those around you — from your families at home to your brothers and sisters in your families at work — be safe.

Happy holidays from your Ground Safety Team!

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**Ground Safety Report**

By Brian Szolodko, Ground Safety Director

’Tis the season for ladder safety

Carsen Sandau’s scholarship essay

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Happy holidays from your Ground Safety Team!
Thank you to the members of the DL142 MNPL club!

The Machinists Non-Partisan Political League (MNPL) is the political arm of the International Association of Machinists and Aerospace Workers. The IAM does not use any dues money for political contributions. Every dollar spent on political lobbying comes from voluntary donations to the MNPL. Additionally, the MNPL is non-partisan. As airline workers, we support the elected decision makers who support us, regardless of party affiliation.

Members of the DL142 MNPL Club assemble at the Convention.