



Winter 2019

I 142 OBSERVER

Official Publication of IAMAW District Lodge 142



Scholarship winner

District Special Representative

Jason McAdoo presented Carsen Sandau with the Louis L. Gray/Robert M. Moore Memorial Scholarship Award. Carsen's father, Justin Bates, works for Alaska Airlines and is a member of Local 601. Carsen is studying fire technology while attending Antelope Valley Community College in Lancaster, Calif.

**Read the winning
essay on page 7.**

The staff and officers of
District Lodge 142 wish
you and yours the best
of holiday seasons and
strength & solidarity
in the New Year!

**Official Notice: Nominations of Election for
District Lodge 142 Officers on pages 4-5.**

House committee approves Aircraft Maintenance Outsourcing Disclosure Act

IAM 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.”

Air Transport District Lodge 142
400 N. E. 32nd St.
Kansas City, MO 64116-2983



Secretary-Treasurer's Report

By Ian Scott-Anderman

Women on the front lines of Labor

Mary "Mother Jones" Harris called to action the wives of striking coal miners across Appalachia more than a century ago. Their efforts helped build public support and turn the tide in the 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 or 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.

Women are embracing Labor to pursue broader goals.

The majority of the union's membership consists of women, people of color and immigrants.

The Frontier strike in Las Vegas, which ended in 1998, lasted more than six years. This was also largely led by women in the Hotel Employees Restaurant Employees Union (HERE).

The women who lead these movements are examples for all of us to roll up our sleeves and fight for equality and higher standards.

It's time to step up!



Official publication of the
International Association
of Machinists and
Aerospace Workers,
District Lodge 142
AFL-CIO

Editor-in-Chief
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100% Union



EAP Report

By Paul Shultz, EAP Chair

Dealing with holiday depression

The holiday period from Thanksgiving through New Year's Day can be a time of great joy and celebration. It can also be a time of sadness, anger, fear, frustration and disappointment.

There are many causes of the "holiday blues," including stress, fatigue, separation from family, and financial concerns.

Commuting, shift work, undesirable days off, and the inability to get any time off are circumstances that can confront all of our members to varying degrees.

Unrealistic expectations of how the holiday should be (the perfect season), comparisons to past holidays, obsessing over "what if" or "if only," and dealing with the needs or desires of family members also can contribute to the holiday blues.

Physical signs of stress include rapid heartbeat, headache, stiff neck and/or tight shoulders, backache, rapid breathing, sweaty palms, upset stomach, nausea and diarrhea.

Mental signs can include irritability, intolerance of minor disturbances, irritation or frustration, frequent loss of temper, yelling at others for no reason, feeling jumpy or exhausted all the time, difficulty focusing on tasks, and worrying too much about insignificant things.

Another possible cause of the holiday blues might be Seasonal Affective Disorder (SAD), is 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 displaying 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 periods of time, in less temperate climates 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)

IAMAW Employee Assistance Program

National Contact Information

Paul Shultz, Director
IAM EAP Services
Air Transport District 142
(704) 907-3563
pm.shultz@att.net





President's Report

By Dave Supplee

A contract is better than a promise

Have you ever been promised something by your supervisor, only to have it fall through later?

There are plenty of times when, for one reason or another, people in charge don't come through on a promise they made and you're left trying to figure out how to adapt.

You don't even have to have a bad supervisor for this to happen. Sometimes he or she just might not have had all the right information, or perhaps the final say was above his or her pay grade.

Some well-intentioned supervisors may even just not like saying no, even when they know they don't have the authority to actually promise you something.

Whatever the reason, it often feels like there's not much you can do about it but hope for better luck next time.

You don't need to rely on luck.

When it comes to your job, whether you're just starting out or you've been working a while, you need to know you can count on a promise your supervisor makes to you.

Sometimes a boss will come

through and make good, but that's not always the case. That's why you need to be sure to get it in writing. And that's where a contract can help you.

Your time and effort has value – act like it!

When airline carriers do business, they can't just rely on promises. They put their agreements down in writing where they are legally binding. But while this is accepted as normal for businesses, we have a harder time thinking of the work employees do as having the same level of value and deserving of the same commitment and respect.

Instead of relying on awkward favors, a contract creates a way for two parties with different interests to work together. One of the most powerful but often overlooked benefits to belonging to a union is that you and your coworkers can draw up a contract of your own and have the same level of clarity and security.

A contract spells out all the agreements between you and your employer. This can include how much you get paid, your benefits, holiday/sickdays, personal time off,

your pension, scheduling agreements, health and safety standards, staffing and more.

When you have a strong contract protecting your rights as an employee and the promises your employer makes, you can rest easy knowing exactly what you're getting in exchange for your hard work.

Unlike a company handbook, you have a say in what goes into it, and you can have the peace of mind of knowing it can't be changed without your knowledge or input.

Contracts also help ease possible tensions between you and your super-

visors by making it really clear what the agreed upon rules are, as well as what to do when they are violated.

Confronting your supervisor one-on-one can end up feeling like a personal attack or criticism with someone you have to work with every day and maintain a good relationship with. Many people just decide to let minor problems go rather than risk creating an uncomfortable situation or even just seeming like they aren't a team player.

In the end, that isn't a very good way to get problems solved. With a written contract and union representation you have someone to call who isn't your boss who can help you get the issue resolved.

Never forget that you've already earned it.

When you have a strong contract protecting your rights as an employee and the promises your employer makes, you can rest easy knowing exactly what you're getting in exchange for your hard work.

You work hard every day. When a promise is made to you, you deserve better than being expected to just take someone's word for it.

EAP Report

(Continued from previous page)

everything isn't perfect.)

2. Set manageable goals.
3. Pace yourself
4. Organize your time.
5. Be realistic about what you can and cannot do.
6. Set reasonable spending limits.
7. Do not expect the holidays to fix personal problems that existed before.
8. Avoid overindulgence of alcohol.
9. Remember the spirit of the holidays.
10. Enjoy the simple pleasures by spending time with your pets, hobbies you enjoy, and people who make you laugh.
11. 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 Jeff Tobius and Gary Naylor, Jr. as the Transportation Department's newest 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).

- (1) Secretary Treasurer (4 Year Term)
- (1) Vice President-Foreign Flags (4 Year Term)
- (1) Vice President-Alaska (4 Year Term)
- (1) Vice President-Air Wisconsin (4 Year Term)
- (1) Trustee (4 Year Term)
- (2) General Chairs – At Large (4 Year Term)
- (1) General Chair – Alaska Airlines (4 Year Term)
- (1) General Chair – Southwest Airlines (4 Year Term)

A valid nomination must have the nominator's name, Local Lodge, and book number and the candidates' names, Local Lodge, book numbers, position and length of term. The nominee and nominator must be in good standing. For this election, a nominee/nominator will be considered in good standing provided that his/her dues or initiation fees are paid at least through October 2019 or thereafter. No nominee may be a candidate for more than one office. Self-nominations are allowed. No seconds are needed.

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 4:30pm 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 4:30pm 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 ab-

(Continued on page 6)

1. DISTRICT LODGE 142 2020 OFFICER MAIL-IN NOMINATION FORM

PRINT YOUR NAME: I _____ 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.]

Please complete and return this request form to:

AIR TRANSPORT DL 142
PO BOX 7327
N KANSAS CITY, MO 64116

This form must be received no later than February 6, 2020 at 4:30 pm

2. REQUEST FOR NOMINATION ENDORSMENT ABSENTEE BALLOT FOR THE 2020 DL 142 OFFICERS ELECTION

PRINT NAME: I _____ IAM Book # _____ Local Lodge# _____

Address _____ City _____ State _____ Zip _____

am hereby requesting an Absentee Ballot for the Nomination Endorsement Election due to the following reason(s):

(*Must state reason for request in order to have your request considered*)

[Only those members who work more than 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 endorsement vote meeting date can vote by mail on nominations.

Signed: _____ Date: _____
I certify that the above request is accurate.

Please complete and return this request form to:
AIR TRANSPORT DL 142
PO BOX 165408
N KANSAS CITY, MO 64116

This form must be received no later than February 6, 2020 at 4:30 p.m.

3. REQUEST FOR ABSENTEE BALLOT FOR THE 2020 DISTRICT LODGE 142 OFFICERS ELECTION

PRINT NAME: I _____ IAM Book # _____ Local Lodge# _____

Address _____ City _____ State _____ Zip _____

am hereby requesting an Absentee Ballot requesting an Absentee Ballot for the Nomination Endorsement Election due to the following reason(s):

*Absentee ballot packages can be mailed to PO office boxes, but requesting members must provide their complete home address if the reason for the request is that they live more than 25 miles from their Local Lodge polling location. Any member who resides on a Hawaiian island other than Oahu is eligible to request and vote an absentee ballot (since they reside more than 25 miles from the Honolulu (Oahu) polling site.

- Check those that apply:**
- *I reside in outlying districts more than twenty-five (25) miles from my designated balloting place
 - I am confined because of verified illness
 - I will be on leave qualifying under Federal, State or Territorial Family Leave Laws.
 - I will be on vacation (valid for active members only).
 - I will be on official IAM business approved by L.L., D.L. or G.L.
 - I will be on employer travel assignment.
 - I will be on reserve military leave.
 - I am a member of Local 1979 who resides on any island other than Oahu.

Signed: _____ Date: _____
I certify that the above request is accurate.

Requesting Members must complete and return this ballot request form to:
AIR TRANSPORT DL 142
PO BOX 165408
N KANSAS CITY, MO 64116

This form must be received no later than May 13, 2020 at 4:30 pm

Local Lodge	Nomination, Endorsement and Election site	Address	City	State	Zip
141	The Dearborn Atrium Building LL 141	835 Mason St. Suite A150	Dearborn	MI	48124
325	North Little Rock Community Center	2700 Willow Street	North Little Rock	AR	72114
368	Comfort Suites	191 SW 19th Ct.	Dania Bch	FL	33004
511	VFW	249 N 6th Ave.	Beech Grove	IN	46107
561	Hy-Vee Club Room	5330 NW 64th Street	Kansas City	MO	64151
601	Local Lodge 601	500 West International Airport Road, Suite C	Anchorage	AK	99518
804	Standard Club	643 Laurel Ave.	Covington	KY	41011
845	Local Lodge 845	6330 S Eastern Ave. #3	Las Vegas	NV	89119
846	Country Inn & Suites	1717 West Nursery Road Rm Thurgood Marshall	Linthicum Heights	MD	21090
949	District 9 Machinists Hall Building	12365 St. Charles Rock Road	Bridgeton	MO	63044
1044	Potomac Air Lodge 1976	228 Moon Clinton Road	Coraopolis	PA	15108
1287	Unio Labor Center	2261 South Redwood Road, Suite 98	Salt Lake City	UT	84119
1322	South Ozone Park NY	133-40 131st St	South Ozone Park	NY	11420
1445	Country Inn Suites	100 International Boulevard	Elizabeth	NJ	07201
1487	World Air Capital Lodge 1487	50 W. Oakton St	Des Plaines	IL	60018
1635	IAMAW Local Lodge 1635	315 Pine Street S.E.	Albuquerque	NM	87106
1725	Victory Lodge 1725	3727 Rose Lake Drive Suite 103	Charlotte	NC	28217
1726	IAM Local Lodge 1726	830 Saratoga St	East Boston	MA	02128
1731	Local Lodge 1731 Hall	669 North Rocky River Drive	Berea	OH	44017
1759	Capital Air Lodge 1759	1037 Sterling Road #103	Herndon	VA	20170
1776	Obie O'Brien Liberty Bell Lodge 1776	251 Jansen Ave	Essington	PA	19029
1781	Air Transport Employees Lodge 1781	1511 Rollins Rd	Burlingame	CA	94010
1782	IAM&AW Workers-Air Transport Employees	1511 Rollins Road	Burlingame	CA	94546
1833	Metro Parkway	7851 Metro Parkway, Suite 280	Bloomington	MN	55425
1885	Portland Airport - Vancouver Room	7000 NE Airport Way	Portland	OR	97218
1886	Local Lodge 1886	5621 Bowen Court	Commerce City	CO	80222
1894	Local Lodge 1894	133-40 131st Street	South Ozone Park	NY	11430
1932	L.A. Air Transport Local Lodge 1932	12109 Hawthorne Blvd.	Hawthorne	CA	90250
1976	Potomac Air Lodge 1976	228 Moon Clinton Road	Moon Township	PA	15108
1979	Machinist Hall	1934 Hau Street	Honolulu	HI	96819
2198	Local Lodge 2198	15355 Vantage Parkway West Atrium II Suite #200	Houston	TX	77032
2202	IBEW Local 77	19415 International Blvd #301	SeaTac	WA	98188
2210	Local Lodge 2210	9502 Computer Drive, Suite 239	San Antonio	TX	78229
2319	Tampa Stadium Hotel	4750 N. Dale Mabry Blvd	Tampa	FL	33614
2339N	Marriot Residence Inn Newark Elizabeth Liberty Airport	83 International Blvd	Elizabeth	NJ	07201
2444	Local Lodge 2444	1340 N Main St.	Kernersville	NC	27284
2508	Residence Inn	7024 Augusta National Drive	Orlando	FL	32822
2559	IAMAW Sky Harbor Lodge 2559	2727 W Baseline Road, Suite 16	Tempe	AZ	85283
2575	Best Western Plus Milwaukee Airport	5105 South Howell Ave	Milwaukee	WI	53207
2665	Stay Bidge Suites (Atlanta Airport)	3401 Norman Berry Drive	Hapeville	GA	30354
2765	IAMAW Machinist Building	5150 Kearny Mesa Road	San Diego	CA	92111
2909	Fairfield Inn by Marriott OKC Airport	4521 SW 15th St.	Oklahoma City	OK	73128

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 May 13, 2020
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 ballot requests 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 a new base in ATW. 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 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.

PSA 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 have 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 recognized 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, AFA, 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 airframe, 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 OKC. 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.



Ground Safety Report

By Brian Szolodko, Ground Safety Director

'Tis the season for ladder safety

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.
- A straight or extension ladder should be placed one foot away from the surface it is resting on for every four feet of the ladder's working length (the distance along the side rail from the ground to the top support point).
- Securely fasten straight or extension ladders to an upper support.
- Make sure stepladders are open completely before climbing.
- 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, trip 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!

Carsen Sandau's scholarship essay

Income Inequality Crisis in America

Income Inequality is a complex issue in our Nation and affects citizens of the United States not only physically but mentally. Income and equality refers to an uneven distribution of income across the population. The following are considered income: wages, salaries, interest on saving accounts, dividends from shares of stock, rent and profits from selling something for more than you paid for it. Why is it that after graduating from college and working two jobs, so many of us can't afford to buy or even rent our own living spaces? The answer is simple, income inequality exists and can be attributed to many factors such as:

- The exporting of manufacturing jobs from rich countries to poor countries
- Computers and robots handling tasks once done by lower skilled laborers. Skills laborers can be impacted as well but not as adversely.
- A pull-back on rules protecting workers to make labor markets more attractive for investment, which weakened union membership and bargaining power. Union workers earn an average 13.2% more than nine unionized workers with similar education and experience.
- Education affect wages. A higher level education produces more advanced skills and thus justifies a higher wage.
- Innate abilities play a part in determining wealth. Some individuals may keep improving themselves and striving for better achievement, which justifies a higher wage.
- Tax policy that favors the rich. The top marginal rate for the richest Americans is 37% while top rate for long-term capital gains is 20%. The 2017 republican tax cut disproportionately benefit the wealthy. The richest 1% percent are expected to receive 27% of the benefit of the tax cut in 2019.
- The gender gap in the labor market. Women earn 15 to 25% less than men.
- Racial discrimination in education, hiring and pay practices. The median white and Asian worker makes more than 30% as much as the typical black and Latino worker.
- For the top 1% by income, 96.1% are white and 1.4% are Afro American. The median net worth for Whites is 8.3 million versus 1.2 million afro Americans.

Researching income inequality shows that the top 10% of earners have nine times as much income as the bottom 90%. It also shows that the top one percent have 39 times more income than the bottom 90%. And what I found that is most alarming is that over the past five decades this group of earners have doubled their income. Between 2007 and 2016, the average income of the poorest 20% increase 12.1% while the income of the wealthiest 5% increased by 30.6%. This inequality has very negative repercussions. The majority of our population has to work hard, sometimes working two to three jobs just to make a living. Home ownership isn't an option for many hard working United States citizens. The "American Dream" is out of reach for so many. We'd all be happier if we worked 20-40% less, even if it meant the quality of our consumerism drop by that much. Our dream should always be to give our kids and grandkids a life that is more fulfilling than the one we had. Everything under the sun can be called a "basic human right", but I believe this is fundamentally wrong and short sided because historically it has lead down the road of bitterness and entitlement. Every American should be entitled to making equitable income.

- Below are a few ideas proposed to reduce income inequality:
- Increase the minimum wage
 - Institute a universal basic income

- Boost access to education
- Raise tax on affluent, inheritances and investments.

There is not a simple solution to solving this issue. The first step in resolving this issue is to bring awareness to the Income Inequality that impacts our Nation. We need our country to understand the importance of taking action such as raising minimum wage and it could change the lives of many. Since the 1970s, working and middle class wages have fallen, while the top 5 percentile saw huge increases in income. Almost 100% growth, whereas the fourth quintile experienced an annual growth rate of just 0.41%.

If the government established and enforced a universal basic income, and corporations prioritized a living wage for their workers, it could change the lives of many and make this world we live in more livable for the working and middle class citizens. As human beings with basic needs, all workers should earn enough to support themselves and their families. Governments and corporations should be responsible for protecting the right to a living wage, and make life a little easier for all. Bring awareness, collaborating across government and corporations to ensure workers earn a fair wage will help making a positive impact on income inequality. Using the resources that our people of power have, we can eventually end the inequality crisis and make life more easily livable for not only our generations but for generations to come.

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Members of the DL142 MNPL Club assemble at the Convention.

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.

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