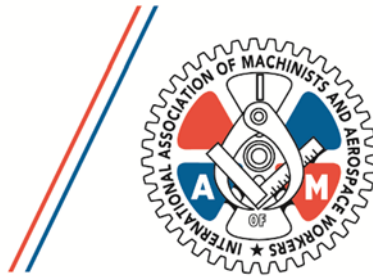


**International
Association of
Machinists and
Aerospace Workers**



9000 Machinists Place
Upper Marlboro, Maryland 20772-2687

Area Code 301
967-4500



OFFICE OF THE GENERAL VICE PRESIDENT

April 10, 2024
Subj: Welcome to the IAMAW

Sent via email

IAM Represented Qantas AME & Related

Dear Brothers & Sisters,

I would personally like to welcome you to the International Association of Machinists and Aerospace Workers (IAM), the largest airline union in North America. Last week, the National Mediation Board (NMB), the federal agency that conducts union representation elections in the airline and railroad sectors, counted the ballots and reported that Qantas Aircraft Maintenance Engineers and related workers voted overwhelmingly in favor of joining the IAM and gaining collective bargaining rights. You now have a real, legal say in what your terms of employment will be and a seat at the table. Congratulations!

In the coming weeks and months there will be much work to do. Now that the NMB has certified the IAM, we will contact Qantas management and request access to the workplace, so IAM representatives can meet with you. We will begin the process of building your internal representation structure, identify a negotiations committee comprised of Qantas Aircraft Maintenance Engineers and related workers, develop a negotiations survey and a call for contract proposals for all IAM-represented Qantas workers. The feedback gained from the survey and the contract proposal process will serve as the roadmap for collective bargaining with Qantas management.

I urge you to begin thinking about what things need to change, things that you currently enjoy that you would like to lock into a contract and things that you would like to add that you do not currently have. Under the Railway Labor Act (RLA), the federal law that governs contract negotiations in the US airline sector, wages, benefits and working conditions are all “mandatory subjects of bargaining.” That means that Qantas management must negotiate in “Good Faith” (negotiating in a way that leads to an agreement between the parties) on all subjects.

I would also ask you to think about how you can best participate in your union. Part of your local representation structure will include union stewards and safety committee members. A union steward is one of the most important pieces of the representation structure and on the front lines in defending your rights on the job. Safety committee representatives are also vital to keep the workforce safe, as well as the operation. The more participation in building our union, the stronger our union will be. Once in place, union stewards and safety committee representatives will be trained and work hand in hand with IAM representatives from IAM District Lodge 142. IAM-represented Qantas workers will be assigned to District Lodge 142 and Local Lodge 1932 in Los Angeles (we will provide more information regarding your district and local lodge assignments when an IAM representative visits in person).

We will report to you the exact dates that IAM representatives will visit you in the near future, and please be on the lookout for all IAM communications.

In the meantime, you can visit the [IAM District Lodge 142 website](#), the IAM [Grand Lodge website](#) and the [IAM Local Lodge 1932 website](#) to get more information on the Machinists Union.

I cannot tell you how happy and proud I am to welcome the highly skilled, dedicated Qantas AME and related professionals into the Machinists Union. It is truly an honor to have you as part of the IAM family and part of the largest and most powerful airline union in North America.

In Solidarity,

A handwritten signature in black ink, appearing to read "Richie Johnsen", with a long horizontal flourish extending to the right.

Richie Johnsen
General Vice President

RJ/kl

cc: COS, Fraser

AC, Regan

ATC, Carlson

DL 142 PDGC, Coveny