



# 142 OBSERVER

Fall 2017

Official Publication of IAMAW District Lodge 142



Scenes from the convention



## Special report: Convention 2017

**H**undreds of delegates gathered in New Orleans, La., in September for District Lodge 142's biennial convention. The hundreds in attendance gathered to assess the many accomplishments of the district lodge in the past two years as well as to build the roadmap for future successes.

District Lodge 142 President and General Directing Chairperson Dave Supplee and Secretary-Treasurer Ian Anderman opened the event and thanked members for their generosity in donating to the IAM Disaster Relief Fund (see page 7 for more details).

IAM General Vice President for Transportation Sito Pantoja detailed many of DL 142's "best in class" contracts, described the millions of dollars

in back pay the district has returned to members through the grievance process and urged everyone to stay united for the fights ahead.

IAM Airline Coordinator Tim Klima told the convention that "solidarity is our currency" when it comes to bargaining strong contracts, but that doesn't mean there is no room for discussion.

"Solidarity doesn't mean we don't have differences," he said, "but we put those differences aside for the greater good."

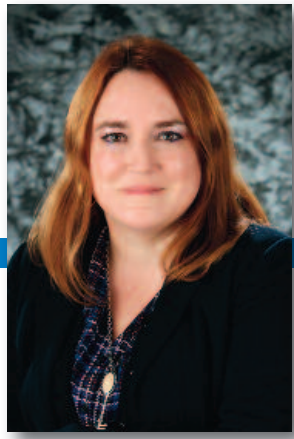
IAM General Secretary-Treasurer Dora Cervantes talked about the changes made to the IAM's budget to keep its finances strong and the need to fight against "right to work" legisla-  
(Please see page 4)

### Award-winning!

The *142 Observer*, the official publication of IAMAW District Lodge 142, was recently awarded a First Place award for design and layout from the IAM's Wimpy Awards, which recognize excellence in newsletters and websites. The *Observer* was also honored by the International Labor Communications Association (ILCA) with a Second Place Award in the General Excellence category for publications with a circulation of 10,001-30,000.

**Congratulations to Editor in Chief Dave Supplee!**

Air Transport District Lodge 142  
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# Secretary-Treasurer's Report

By Ian Anderman

## Nominations to take place simultaneously for DL 142 and Grand Lodge

**T**he International Association of Machinists and Aerospace Workers was founded almost 130 years ago on the principles of worker solidarity and democratic accountability to the membership.

We continue to hold these principles sacred at all levels of our union, from the IAM Grand Lodge to the District Lodges to the Local Lodges. This is certainly true at IAM District Lodge 142, where our leadership team goes to great lengths to ensure openness, legitimacy and trust.

Our District is scheduled to hold its regular elections next year. Also, next year, the International office will re-run its elections for Executive Council officers in response to a protest filed with the Department of Labor.

This is a special situation because elections for the different levels of the IAM usually take place on separate years. Nevertheless, it provides an opportunity for our Local Lodges to reduce costs by conducting the nominations process for District Lodge 142 and the Grand Lodge on the same dates.

For this reason, the deadline for nominations for Grand Lodge and District Lodge 142 offices is set for Saturday, Jan. 20, 2018. Runoff voting for nomination endorsements, where necessary, will take place on Saturday, Feb. 10, 2018, from 6 a.m. to 8 a.m. and from 6 p.m. to 8 p.m.

Elections for District Lodge 142 officers will take place all day on Friday, June 8, from 6 a.m. to 6 p.m.

Elections for Grand Lodge officers are set for Saturday, April 21, from 6 a.m. to 6 p.m.

### Check your mail

At around the time you're reading this issue of the

Our leadership team goes to great lengths to ensure openness, legitimacy and trust.

DL 142 Observer, you'll be receiving information about the nominations process from the Grand Lodge and the District Lodge. This information will include the location of voting for members of your Local Lodge.

Your participation is important! Thank you, as always, for being an active and involved member in the best traditions of our union.

**Elections for District Lodge 142 officers will take place all day on Friday, June 8, from 6 a.m. to 6 p.m.**

**Elections for Grand Lodge officers are set for Saturday, April 21, from 6 a.m. to 6 p.m.**

## Breaking news

ExpressJet representation election may not proceed, per NMB ruling

**A**t ExpressJet, the National Mediation Board (NMB) has ruled that the challenging group failed to produce sufficient cards to go forward with a representation election.

For many years, union solidarity has helped our 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 threatened the singularity of purpose that has given so much to our members in this bargaining unit.

With this NMB ruling, we can close that chapter and DL 142 will continue to provide excellent service to ExpressJet members.

Tentative agreement reached with PSA Airlines

**A**t PSA, General Chair Jim Samuel and the negotiating committee were able to secure a tentative agreement

Voting will take place as this issue of the *Observer* goes to press. Look for more details next issue!



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

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## Critical Incident Response

By Stephanie Starks, DL 142 Critical Incident Response Director

### IAM helps members through three months of tragedy

**T**he last three months brought loss and tragedy to many of our IAM members.

It started when Expressjet flight attendants in Houston lost two members within a week. Crystal McDowell, an in-flight trainer, was murdered and IAM ExpressJet Representative Nancie Craft succumbed to cancer. At almost the same time, Hurricane Harvey devastated the Houston area and several members were affected.

IAM members were present at the Las Vegas shootings Oct. 1. As they ran for their lives, they saw others in the crowd getting shot and falling in front of them.

Then came the fires in California that caused devastating losses of life and property, followed by the loss of Nellie Reidel, a beloved and longtime Southwest Airlines member in San Diego.

The IAM responded to all of these tragedies, making grief counseling and other services available to appreciative members. In some instances, further counseling was needed for post-traumatic stress disorder (PTSD) and referrals were given.

### Staying prepared

Responders require special training in preparation for mass-casualty events, which seem to be occurring with more frequency. Local fire and police departments now offer free courses to Critical Incident Response Team (CIRT) trained individuals nationwide. The San Diego Fire Department recently offered such a course.

While we always hope there will be no more such events, we must be prepared. With that in mind, IAM will provide continuing education opportunities for our EAP members.

The importance of solidarity and unity was never more evident than at the Southwest group in San Diego. Nellie Reidel helped open the Southwest base and was an active unionist. She was a leader who held many positions over her 35-plus years with the IAM.

The outpouring of mutual support and caring was something to make one proud to be called a Machinist.

San Diego's Local Lodge 2765 is an amalgamated local made up of employees at United, Southwest, American, Alaska and Hawaiian Airlines. The outpouring of love shown to the Southwest group by members at all of the other airlines was strong.

The takeaway from this is to get more involved with your local lodge, get to know your fellow Machinists, and know that your union family has and always will have your back.



# President's Report

By Dave Supplee

## Taking stock and looking to the future

**M**y column for this issue of the Observer includes elements from my report to the delegates at our District Lodge 142 Convention, Sept. 18-21 in New Orleans. It covers developments within our District since our last convention in the fall of 2015, as well as a summary of where we stand today.

Let's start with the big picture: District 142 now has responsibility for the administration of 49 contracts and the representation of approximately 20,000 members.

Since our last convention, we have concluded agreements with Allied Aviation (LGA, SAT, DCA, IAH, EWR), ASIG Aircraft Service International Group (ORD), Atlantic Aviation (PNE, TEB), Hawaiian Airlines, OpenSkies, Signature Flight Support (MDW, ORD), Southwest SOS Group and Swissport (DCA, LAS, PHX).

We are presently in negotiations with Air Wisconsin (COPS, MRP), Alaska Airlines (RSSA & COPS), British Airways, ExpressJet, PSA, American Airlines Mechanic and Related (Transition Agreement) and American Airlines Instructors (Transition Agreement).

At the same time, we've dealt with mergers and acquisitions at Jetstream Services (PHX), Swissport (PHX) and (BWI) and Virgin America.

### Organizing

As always, our union is focused on growing our strength by organizing new groups of employees. Here's a survey of where we stand:

**Delta Flight Attendants:** After a long campaign to collect the required numbers of cards from the Flight Attendants at Delta Airlines, we filed with over 60 percent of the employees signing cards. Delta was able to persuade the NMB to scrutinize those cards for proper signatures.

After seeing the measures Delta was taking to fight this organizing drive, we decided to withdraw our submission. This would put a one-year bar on us to refile. If it was found that insufficient cards were submitted, we would have faced a two-year bar.

We are right back on this campaign and the cards are coming in. We have taken several measures to ensure the new cards can be verified so we don't face that issue again.

**Delta Ramp:** We are increasing our efforts on getting enough cards to call for a certification election. While the Ramp was not as strong initially, seeing the Flight Attendants getting to the point of possibly voting on representation gave this group a big push. We are hopeful we will break the 50% barrier soon and this group will be union by our next convention.

**FedEx:** We were contacted by the Eastern Territory and asked if we would be interested in taking over the FedEx Mechanic organizing drive. While money isn't an issue at FedEx, benefits and quality of life issues are their hot topics. The response is slow, but steady.

### Property updates

**Aer Lingus:** The current agreement becomes amendable on March 31, 2018. Our union will file the Section 6 notice on or about Jan. 30, 2018.

**Air Wisconsin:** Air Wisconsin Airlines has experienced several changes in leadership and human resources. Earlier this year, AWA announced it will be

## Thanks for all of your hard work at the convention!



flying for United Airlines, with the transfer of flying completed in February 2018. With the change of flying, there will be several changes in hangars and line stations and who will be working them. Meanwhile, negotiations are progressing with MRP and COFPS.

**Alaska Airlines:** Alaska Airlines merged with Virgin America in December 2016. The merger has brought in 820 previously unrepresented COPS members. This number should be close to 1,000 by the time a Single Operating Certificate is reached by late spring 2018. Unfortunately, Virgin America has no employees who perform work found under the RSSA agreement, though with a significant presence in LAX and SFO, Alaska will end up up-staffing these locations with IAM Stores Agents in the near future.

A Transition Agreement was reached with Alaska to bring in the unrepresented Virgin America employees under the fold of the COPS agreement, but only after Alaska COPS and RSSA members from around the system stood up to management in the form of picketing and refused to give in to the demands of limited outsourcing. As picketing events popped up from Anchorage to San Diego, all on the same day, management notified the IAM that it would withdraw its outsourcing demands.

In December 2016, the System Board of Adjustment granted a grievance to District 142 instructing Alaska Airlines to cease and desist its practice of overcharging members who elected certain HMOs for their health insurance option, a practice that dated back to 2007. The board eventually awarded \$1,500,000 to members (mostly in the LAX area) who were overcharged for their HMO premiums by Alaska Airlines.

Negotiations commenced between Alaska Airlines and the Alaska Global Negotiating Committee on Aug. 15, 2017. Comprised of COPS and RSSA members, the ASGNC is negotiating both agreements at the same time, with both groups present for negotiating sessions with the company. Alaska Airlines, wanting to splinter the two groups in a classic "divide and conquer" maneuver, filed a grievance against the IAM in an effort to stop our process. The grievance is active and we hope to reach a remedy in the near future.

**Allied Aviation:** Agreements have been ratified at LGA, IAH, EWR and SAT.

ASIG Aircraft Service International Group (ORD): ASIG has merged with Menzies Aviation, a non-union facility. However, the company has committed to honoring the agreement to date. We entered negotiations late this year and will see what its position is then.

**Atlantic Aviation:** Agreements have been ratified at TET and PNE.

**BahamasAir:** The current agreement becomes amendable on Dec. 31, 2018. Our union will file the Section 6 notice around May 31, 2018, along with the call for proposals. Negotiations must begin 180 days prior to the amendable date on or about July 4, 2018.

**British Airways:** Earlier this year, we concluded a months-long effort representing our BA retirees against the company's changing the retiree health care plan for those who have already retired. The union was prepared to arbitrate the matter even though the matter was not a clear-cut issue. In the end, we achieved a settlement that increased what the company's proposed changes were valued at from \$1 million to \$5.1 million dollars. In some cases, the aggregate value over time for an individual climbed from \$4,000 to \$100,000 for the highest tier of coverage.

Negotiations opened this year with the first meeting on July 13. As most, if not all, people had come to expect, the company proposed to outsource all remaining U.S.-based union positions. At almost the same time, Steve Clark, the now former BA senior vice president, was escorted from the building and investigated by the New York State Attorney General's Office.

On Aug. 15, 2017, we notified Vice President Doug Caines that any future meetings to secure a new collective bargaining agreement were being cancelled by the union. This step was taken based on the many unknowns relating to the situation surrounding potential management misconduct that could be related to our current negotiations. Our future negotiating activity will depend on how events develop.

**CommutAir:** Our first contract with CommutAir was negotiated when the company was on the brink of bankruptcy, but it is now owned 40% by UAL. The

(Please see page 5)



District Lodge 142 President Dave Supplee



DL 142 Secretary-Treasurer Ian Anderman

# Convention 2017: Planning for the future



**From top:** IAM Transportation Secretary Sito Pantoja, IAM Airline Coordinator Tim Klima, IAM General Secretary Treasurer Dora Cervantes and IAM MNPL Director Hasan Solomon.

(Continued from front page)

tion that drains members and resources from all unions.

Hasan Solomon, director of the IAM’s Machinists Non-Partisan Political League (MNPL), spoke about the many ways the IAM is fighting for workers’ concerns in the nation’s capital, including legislation to address flight attendant fatigue, assaults on customer service agents and the outsourcing of the work of airline mechanics.

Paul Raymond of National Group Protection (NGP) outlined the supplemental benefit plans available to members. DL 142 Counsel Joe Guerrieri detailed some past and present arbitration cases and John Bidoglio, Education Committee co-chair, talked

about the many training opportunities available to members.

Updates were also given regarding the EAP program, district lodge communications, issues affecting flight attendants, the IAM’s commitment to the Guide Dogs of America organization and other topics.

Ground Safety Director Ron Miller and Retiree George “Chic” Kavros were presented with awards recognizing their exceptional service to the union (see page 6 for more details).

The delegates also voted on changes in the bylaws and met in committees to discuss how to address issues relating to flight and ground safety, communications, education, legislation and more.



## Ground safety

DL 142 Director of Ground Safety **Ron Miller** spoke at the convention about the many ways the district continues to improve the safety of members on the ground.

These advances include:

- Uniform improvements, including high visibility shirts
- A lightning detection and warning system
- Increased seatbelt usage
- Safety committees that discuss new approaches to ground safety
- Advanced safety training courses for members at the Winpingsinger Center



## Flight safety

DL 142 Director of Flight Safety **John Hall** gave his report at the convention about news and updates in flight safety.

Highlights of the report included:

- The overhaul of the American Airlines ASAP program, which is currently in progress
- Continued support of the Aviation High School
- Details of several members who were improperly disciplined but then helped by the grievance process and returned to work with back pay
- Other flight safety updates from across the district

# President's Report: Taking stock and looking to the future

(Continued from page 3)

company has grown significantly and is transitioning from props to jets. There have been many operational growing pains throughout this transition. The current contract becomes amendable in December 2018, but the company expressed interest in opening contract negotiations early.

**PAE (formerly DS2) Customs and Border Control:** The current agreement expires on Sept. 18, 2018. As with the rest of the service contracts within the IAM, we have enjoyed much success in bargaining and organizing in these areas and do not foresee any problems. Negotiations will begin on or about July 20, 2018.

**El Al Israel Airlines:** In Section 6 negotiations, the company has put forth difficult proposals such as completely freezing its under-funded company pension plan. The negotiating committee has been exploring all options and hopes to conclude these talks with an agreement shortly.

**ExpressJet Airlines:** We have been in talks since June 2010 with legacy ExpressJet and went to mediation in May 2011. With the merger of ASA into ExpressJet, we accepted contract proposals from the combined employee group. Negotiations have been dragging on and we are still in mediated talks, which have slowed the process even more.

The company announced a new five-year capacity purchase agreement with United Airlines and the shutdown of the Delta Connection operation in August. While we were continuing to work toward a JCBA to mitigate job losses from the Delta shutdown, a group of disgruntled Flight Attendants who were either banned from holding office due to theft convictions or quit their union positions without notice filed cards with the NMB in an attempt to trigger a representational election. We await determination from the NMB whether there were enough cards filed to trigger such an election.

**Great Lakes:** In a final offer to try to get this group back on board and supporting the union and a negotiations team, we made two visits to the property — one in Cheyenne, Wyo. and another in Denver, Colo. At both meetings we saw a total of one person, who happened to be one of the two dues-payers and was on the original negotiation team. It was clear this group was not interested in being part of any union. Based on these visits and the lack of interest from the work group there, we have officially requested that our representation certification at this carrier be extinguished by the NMB.

**Hawaiian Airlines:** Hawaiian members unanimously ratified a five-year deal in January of 2016 that brought them significant raises — up to 14% — while also adding improvements to the health and benefits package. We also took a significant step forward in implementing an Aircraft Mechanics apprenticeship program that allows current college students working toward acquiring their A&P licenses to work as apprentices while in school. We were successful in negotiating language that led to establishment of maintenance bases in Oakland, Calif. and Portland, Ore. that will perform service checks on the carrier's newly acquired fleet of Airbus A-321 aircraft. After decades of working in outdated facilities, we are expected to officially move into a brand-new state-of-the-art maintenance hangar/facility by the end of the year. The carrier has grown steadily over the years and continues to do so. Our IAM DL 142 membership there also continues to grow and now stands a proud 1,000-plus strong.

**OSM Aviation Short Haul U.S. (Norwegian Air):** Approximately 100 Flight Attendants have joined the IAM, with a goal of more than 200 by year's end. Their first contract includes immediate pay increases, additional holidays (including birthdays), paid be-



Human Rights Community & Women's Services • Education Committee  
Flight Safety Committee • Ground Safety Committee • Legislative Committee



reavement extensions and many more features. As with any new company, we are working through issues regarding pay discrepancies, EASA regulations and unforeseen issues with contract language.

**OpenSkies:** Here we have an unusual dynamic with approximately 75 French-based Flight Attendants represented by a French labor council and 18 U.S.-based Flight Attendants represented by the IAMAW. The OpenSkies Flight Attendants ratified a new contract with a 100% yes vote in March 2017.

**PSA Airlines:** Negotiations began in October of 2015 and the company continues to resist all proposals to reward the membership with any substantial improvements over terms that existed when the industry was in a slump. All around the industry, airlines are sharing in the good times and rewarding employees accordingly. This is not so at PSA, which is experiencing all-time highs in attrition, in some cases greater than 40%, and seeing spikes in compliance issues to which the FAA has taken notice. In May of 2017, the union made a last-ditch attempt to attain an agreement worth voting on, to no avail. Shortly thereafter, the union filed for mediation with the NMB.

**Signature Flight Support:** An agreement was ratified at MDW with a 13.3% pay raise.

**Southwest:** An agreement ratified by the members at the end of 2014 included wage increases, signing bonuses, performance bonuses, profit-sharing and strong job protection language. Many outstanding grievances were addressed in negotiations, but a few are scheduled for arbitration. We are now having issues with "return to work" language and transitional duty assignments that we are trying to resolve. If we are unable to resolve these issues, we will file grievances and arbitrate to get settlements. Earlier this year, we filed authorization cards from more than 75% of the SOS employees. After some investigation, the National Mediation Board granted the IAM bargaining rights to this group without the need for a vote by the members. We are in negotiations with the company to get the SOS group its first contract.

**US Airways Mechanic and Related:** The landscape of the merger between American Airlines and US Airways continues to be littered with challenges. On Dec. 3, 2015, the TWU/IAM Association opened negotiations with American for a new joint collective bargaining agreement (JCBA). The association is

comprised of 30,000 members, almost a third of all employees at American. It is District 142's intent to leverage the power and solidarity this large membership block to provide an industry-leading contract.

District 142 is negotiating JCBA agreements for Mechanic and Related, Stores, Maintenance Control Technicians and Maintenance Training Specialists. This has been an intensive and complex process. In March 2015, under pressure from all employee groups, American decided to follow the rest of the industry and institute a profit-sharing plan. The company communicated at the bargaining table that the new plan would have no bearing on the company's commitment or the IAM's goal to make our members the highest paid in the industry.

As with all mergers, seniority is one of the most important challenges to address.

Negotiations continue as we get into the bigger economic areas. Our negotiating team greatly appreciates our members' support and solidarity and will not hesitate to call on them when necessary to get the company's attention and force it to provide the industry-leading contract they deserve.



From left: LL 1725 President Mike Jones, DL 142 General Chair Sean Ryan, Jack Zeock & CLT Grievance Committee Chair Ken Coley.

## Congratulations!

DL 142 Member Jack Zeock, Lead Mechanic at CLT Heavy Maintenance, recently received his 50-year IAM membership award. Jack started his IAM career for TWA at JFK. He plans to continue to be involved in aviation during his well-deserved retirement.

# Ron Miller looks back on a career in safety

**F**or over four decades, Ron Miller has been keeping machinists safe.

The DL 142 Director of Ground Safety, who is planning to retire in early 2018, recently attended his final Ground Safety Training Conference at the William W. Winpisinger Center in Maryland.

More than 100 IAM members travel to the conference each year and it features a wide range of classes, everything from team-building exercises involving paper airplanes to tips on managing fatigue to simulations of an “active shooter” scenario.

The theme of this year’s conference — “Safety: Working together for success” — was fitting for Miller’s final year. He’s been going above and beyond to serve his fellow members and his union since he was first hired as a cleaner for Allegheny Airlines in Pittsburgh in 1972.

“I grew up in Pittsburgh,” Miller said, “and with all of the changes in the industry I’m one of the few fortunate enough to have been able to stay and work in the same city I grew up in.

“A friend told me about the position, and since it was in an up-and-coming industry I was interested,” he said. “I haven’t regretted it for an instant.”

## Making a difference through safety

His father was in the construction business (and a member of the International Union of Operating Engineers) and he had an interest in “all things mechanical,” so it wasn’t long before he transitioned to a mechanic position for the airline. He worked in a variety of roles, from hydraulics to heavy maintenance.

He enjoyed the work, but noticed he was spending less and less time fixing airplanes and more time on safety-related projects like training and drafting contract language. He began his new role as the Director of Ground Safety for DL 141 and started focusing full-time on safety issues, including playing an integral role in creating the safety training program for US Airways (now American), which was used to train workers nationwide.

“My philosophy has always been to be solution-oriented,” he said. “Don’t dump your problems on someone else’s lap. When you have that solution-based attitude, you’re probably going to be able to resolve most issues and do the best on behalf of your members.”



**From left:**  
DL 142 President and  
Directing General  
Chair Dave Supplee,  
IAM Transportation  
General Vice President  
Sito Pantoja and  
DL 142 Director of  
Ground Safety  
Ron Miller.

Miller points to his time working as a volunteer EMT in the ‘70s as an eye-opening experience and one that inspired him to work to improve the lives of his fellow machinists.

“When I was working as a volunteer, I saw firsthand that bad things really do happen to people,” he said. “They get hurt, and seriously. So I looked around my own workplace and saw that there were safety things that needed to be done and we weren’t doing them.”

Over the years, he has helped secure numerous safety improvements for members, the most recent of which is built-in safety features in the uniforms of workers on the ramp that meet the requirements for conspicuity and reflectivity.

He also worked to create a joint labor/management safety symposium which now meets every quarter in different parts of the country to share best practices, new ideas and training techniques.

He credits his predecessor in the director of ground safety role, Francis “Butch” Mahalick, as well as US Airways Director of Safety Joe Nester, as two of the strongest influences in helping shape his approach to the job.

“One thing Butch taught me is how serious I should take my role,” he said. “My members are looking to me and there’s a trust I need to fulfill. He instilled that responsibility in me.”

## A lifetime of achievements

Miller lives in the Pittsburgh area with Jane, his wife of 43 years. In retirement, he looks forward to spending more time with his grandson Caleb and continuing to research his family history. He wrote a book for family members that detailed his family’s ties to the American Revolution and discovered his ancestors have been living continuously in Western Pennsylvania since the 1770s.

Retirement will be bittersweet, he said, because he loves what he does. Three years ago, he won the Distinguished Service to Safety Award from the National Safety Council (NSC), a prestigious award that recognizes individuals who have made a sustained impact on the safety movement.

In August, he was presented with a lifetime achievement award from DL 142 for excellence in safety at the Ground Safety Training conference.

“Both of those awards mean a lot to me,” he said. “They’re the culmination of my career in safety. When I won the NSC award, I thought ‘this is a big deal — it’s the most I could do.’” But this new award tops even that, because it’s from my guys. It’s from home.”

# George ‘Chic’ Kavros keeps the union spirit strong in retirement

**G**eorge “Chic” Kavros is approaching 100 years on Earth, and most of those have been spent in service to his union.

A tireless fighter for his fellow members and for unionism in general, he sees unions as more necessary now than ever.

Kavros joined District Lodge 141 in 1949 after studying for a few years at the University of Pittsburgh and working for a short time in a steel mill. An accident at the steel mill caused his parents to ask him to seek other work.

He was hired as a mechanic for All American Aviation in Pittsburgh, which became Allegheny Airlines and then US Airways (now American Airlines).

In the years to follow he served as president of Local Lodge 1976 for nine years and was an Assistant General Chairperson for DL 141 for 29 years.

“I enjoyed it,” he said of his time as an AGC. “I did a lot of traveling, visiting every station and helping them maintain their ground communications systems.”

He was an important part of numerous negotiation sessions across his career, and he liked being a part of the arbitration process best of all.

“It was always a challenge, always an argument with the company,” he said. “We got a lot of guys back to work and a lot of back pay — the members were happy with the job we did.”

He’s thankful for the mentorship of Bob Quick of District Lodge 144 who had a major influence on his career.

“Bob was a great guy to work for — a good negotiator, a good organizer,” he said. “I used to sit in on cases with him and I became impressed with the system.

“It was rewarding to see people get justice if they



**From left:**  
DL 142 President and  
Directing General  
Chair Dave Supplee,  
IAM Transportation  
General Vice President  
Sito Pantoja and  
Retiree  
George “Chic”  
Kavros.

had filed a grievance. Any time we were able to successfully defend someone it was a good feeling.”

## Retired but always active

Kavros, who will be 92 years old in November, retired in 1990, but remains active in his union. He’s known for saying “you retire from your job but not your union,” and since retirement, he has assisted in negotiations, steward training, grievances, arbitrations, meetings and rallies.

He was also an instructor on arbitrations at the William W. Winpisinger Education and Technology Center. He’s been the chairman of the Volunteer Employees Benefit Association — a group that negotiates prescription costs, hearing aid coverage

and other benefits for US Airways retirees — since its inception.

In 2007, he received the first George “Chic” Kavros award for notable retiree volunteers. The award that bears his namesake is given to those who provide “endless dedication and inspiration to the Labor Movement.”

He lives with his wife Irene in Alexandria, Va., and enjoys spending time with his children, grandchildren and great-grandchildren.

His advice to young workers coming up in the labor movement?

“You have to be good union members,” he said. “Pay attention and get involved in politics, because politicians are always messing with unions.”



## EAP Report

By Paul Shultz, EAP Chair

### Helping members when they need it most

On behalf of the EAP Committee, I want to thank the staff and leadership of IAM District Lodge 142 for their support of the Employee Assistance Program. I also would like to acknowledge and thank the local lodge coordinators for their tireless work on behalf of the EAP.

We responded to several active shooter incidents jointly with DL 141 EAP and DL 142 Critical Incident Director Stephanie Stark. One of these events was the horrific Pulse Nightclub shooting in Orlando on June 12, 2016.

On the last day of our response to Orlando, we met with Joe Tiberi, the IAM's Transportation Department chief of staff, for a roundtable discussion. This meeting laid the groundwork for the IAM's Transportation Critical Incident Response Team (CIRT).

The CIRT provides peer support to union members affected by unforeseen incidents and disasters, whether aviation-related or not. Its participants are active members selected from all three districts of the IAM's Transportation Department.

The team's first training spanned three days at the IAM's William W. Winpisinger Center in Maryland. Since then, the CIRT has assisted members affected by Hurricanes Harvey and Irma.

Meanwhile, the EAP continues its year-round assistance for members who need help with any behavioral health issues that they and/or their family members may be experiencing.

We are usually thought of as working with members who have issues with substance abuse. While we do a lot of work in this area, we also help members with a wide variety of other concerns, including marital challenges, difficulties in raising children, adolescents seeking counseling, financial counseling and help with aging parents. Stress reduction and management is another common concern.

Some of our members are using prescription medicines that interfere with their ability to perform their jobs. The opioid crisis continues as a major health care concern, for our members and for society at large.

I have been deliberately vague about issues affecting our members to protect their privacy. Confidentiality is the cornerstone of our program and is absolutely essential to our success. Moreover, confidentiality is a principle supported by federal and state laws and rules, codes of ethical standards, and policies set by certification and licensing boards.

We are a small committee and would like to expand, but we must be careful in selecting and appointing coordinators who are qualified and are sensitive to the privacy needs of our members.

Two of our best resources for getting help to our members are our shop stewards and grievance committees. Often, they will know before anyone else when a member needs assistance.

If you have any questions about EAP, please feel free to contact me at (704) 907-3563 (cell) or email pm.shultz@att.net.

## Happy holidays from your EAP!

With the holiday season upon us, we are concentrating on the positive!

Here are some tips for remaining positive, even amid the depressing news we've been hearing:

- Start every day with a positive attitude. Our attitude is just about the only thing we have control over.
- Enjoy the simple pleasures. Spend time with people who make you happy and pets and hobbies you enjoy.
- Do something nice for someone else. Give up a parking place, let a car merge in front of you and hold open a door for a stranger. Practice random acts of kindness.
- Be open to new ideas and circumstances. Try to be open to change and new realities.
- Be kind to yourself. Make your goal every day to be a better person than you were the day before.
- And finally, heed the words of Max Ehrmann's Desiderata: "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."

— Paul Shultz, Director, DL 142 EAP

## Union staff in Houston helps hurricane victims

Members affected by Hurricane Harvey receive in-person assistance from DL 142

District Lodge 142 staff helps members every day, both inside and outside the workplace. When Hurricane Harvey flooded the city of Houston and surrounding areas in August, members affected by the storm needed assistance at a scale rarely seen before.

The district immediately helped members in the Houston area submit forms to access the IAM Disaster Relief Fund so they could begin receiving financial aid. More than that, officers of Local Lodge 2198 provided personal assistance to members whose homes were damaged or destroyed by the disaster.

The local lodge, based in the center of Houston, prepared for the storm in the days prior to Harvey's landfall.

"The Southwest Airlines call center where our members work was in a flood zone," Local Lodge 2198 President Norma Ramirez remembered. "Members were calling us in a panic, worried about what would happen if they didn't show up for work."

The lodge worked with members to help them schedule vacation time in the days leading up to the storm. Eventually, Southwest closed the call center for a week when Harvey began battering the area.

### Harvey makes impact

The situation in Houston was tense, with supermarkets running out of water and milk and gas stations limiting fuel purchases.

Once the storm hit, the union began reaching out to members to make sure everyone was safe.

"Southwest was good about helping us reach out to members," Ramirez said. "Everyone was asking, 'Where do I go?' and 'What do I do?' Many members were booked into hotels paid for by Southwest."

During the storm, Ramirez and Secretary Treasurer Israel Valdivia stayed in touch with members via phone.

"Members weren't able to get through to 911 since it



LL 2198 President Norma Ramirez and Secretary-Treasurer Israel Valdivia, pictured above, along with other volunteers helping in the recovery effort.



was backed up," Valdivia said. "We did everything we could in terms of emotional support. We tried to provide certainty and assurance to them that we would get through this."

"I talked to one member at 2 a.m. while water was rushing into her home," Ramirez said. "Later that night she had to swim out of her house with her dog in her arms. She called the next morning to let me know she was OK. It was like a bad dream."

When the wind and rain subsided, the damage they left behind was catastrophic. Many members' homes were destroyed or sustained massive damage. The local lodge building was flooded as well, and even some furniture and office equipment that may have been reusable had to be discarded because of dangerous chemicals in the flood water.



### Teamwork and perseverance

Every Saturday since the storm, Ramirez and Valdivia have volunteered their time to help members recover and rebuild. They helped repair several homes. Along with other DL 142 members, they've been cleaning, offering meals and delivering supplies to those in need.

"It's beautiful to see everyone working together," Ramirez said. "There's a sense of pride in helping your brothers and sisters."

"We're all a family. It comes from the heart."

"It's the biggest display of unity I've seen in a long time," she said, adding she was touched when other local lodges reached out.

"They asked, 'How can we help?' 'What can we send?' 'Are you OK?' It warms the heart to know people are checking on you."

She has been delivering hundreds of checks to the hurricane victims from the IAM Disaster Relief Fund, as well as gift cards for gas and groceries.

As donations of time, money and supplies continue to come in, Valdivia wants all members to know that the union supports them.

"I want to tell the membership that we're here for you," he said. "We're going to continue to provide services for you and your communities."

"You are not alone."



Stay awake. Don't get complacent. It's one thing to know what's going on, but you have to do something about it.

**Dee Colbert**  
Local Lodge 2665, Southwest



I'm going to tell my members how much the union is really focusing on safety and let them know about the resources they have.

**Cori Horowitz**  
Local Lodge 2339N, Express Jet



Solidarity, safety, the importance of voting and having your voice be heard.

**Jose Borja**  
Local Lodge 1445, Allied Aviation



I need to help my members get more involved and better communicate our benefits so we understand why it's important to fight for them.

**Kealai Holland**  
Local Lodge 2559, Southwest



We have to understand we're not alone. Other airlines can support us, they go through what we go through and can offer guidance.

**Doreen Willaum**  
Local Lodge 1894, British Airways



We have a lot to focus on: legislative issues, fighting Right to Work and fighting the company's push to relocate repair work.

**Derek Morton**  
Local Lodge 1979, Hawaiian

## What will you tell members about the convention?



I'm going to communicate everything I've learned here, especially the improvements in flight safety and the need to work together.

**Shawn Litton**  
Local Lodge 1776, Atlantic Aviation



We have to make our voices heard in Congress and protect the Railway Labor Act. It's important to the future of our union.

**Tyrone Jones**  
Local Lodge 2665, Southwest



The new CSA protection language is important. We have members who deal with angry customers and their safety should be the priority.

**Susan Reilly**  
Local Lodge 601, Alaskan Airlines (Retired)



Everything safety-related. Be aware of your surroundings – if you see something unsafe, let someone know so it can be fixed.

**Joe Behan**  
Local Lodge 1725, American Airlines



There's lots of power in us being together. We can bring about change whether legislatively or through strong contracts.

**Nisha Chaundry**  
Local Lodge 1781, Alaskan Airlines



We need to focus on solidarity. We're only as strong as our weakest link. Let's have a united voice.

**Cheryle Eckhardt**  
Local Lodge 2559, American Airlines