



Victory Local Lodge 1725 News

<http://www.vl1725.org>

VOLUME 02

SPRING



18 EDITION

WE HAVE A WORKING GUIDE DOG IN OUR BACKYARD



Daniel Lee Matney (pictured left), Mayor of Harmony, along with his Guide Dog - Merlin, made a guest appearance at our Lodge's March Business Meeting.

Mayor Matney shared his path as to why and how he was able to receive Merlin.

The membership was very moved by his story and we were extremely honored for Mr. Matney to take time out to bring Merlin to our local and share their life changing experience.

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Guide Dogs of America is a charity created by Machinists, and available to ALL.

Our Local engages in several GDA fund raising opportunities throughout the year.



We also recommend you go to their website at guidedogsofamerica.org and checkout the store.

ORGANIZING I

WILLIAM W. WINPISINGER TECHNOLOGY CENTER

Class Attendees:

- Louis Gilmore
- Helena Thornton
- Lisa Leathers
- Rene Miller
- Justin Conyers
- Danny Brown

Class began on Sunday the 11th promptly at 13:00. Our primary instructor was sister Marry Mchugh. We started the class with the usual ice breaking session, getting to know each other. Sister McHugh gave an overview on organizing and where we stand today.

The IAM has changed gears and foundation on organizing from the blitz style to the yes book style. The basis of organizing calls for us to have an action plan, build relationships, and cause people to move to action. We talked about some of the skills needed to be an effective organizer. Of all the qualities, being a good organizer is the ability to listen. We have two ears and one mouth for a reason.

We had instruction on targets and leads from Brother Edumdo Osorio. In order to get a good target, you need good leads. The time that that you spend gathering information to structure an organizing campaign is vital. This information helps to build momentum to not only win an election, but also to win a first contract. Although winning an election is a success, it's a small success at best. The true celebration comes from getting that first CBA. Within the target base we find strategic targets. These are targets that have the ability to build power for existing and future members. The greater outcome is to help increase union density.

To say this class awesome could not do it justice. I defiantly left this class with a better understanding on what it means to help organize a work group. I think that deep down all of us as members have the ability to organize, and moreover we do it on a daily basis in our break rooms. One thing I will remember that is most important in an organizing campaign is the impotence of inoculation. The company will use every tactic to try and scare people from organizing, and the organizing committee must slowly introduce those tactics to the potential members so they can be mentally prepared. By doing this it helps to slow down the fear the company will try to implement.

I would like to thank the membership fro allowing us to come to this class and learn the foundations of organizing. I feel this class will definitely help all of us on the organizing committee to help with increasing union density.

Louis Gilmore

Editorial Policy Of Victory News

Victory News is the official publication of Air Transport Employees, Local Lodge 1725, I.A.M.A.W.

Members of Local Lodge 1725 are invited to contribute letters, articles, photographs, or cartoons to *Victory News*. All materials must be signed.

Submitted materials will not be returned unless specifically requested.

Views expressed herein are strictly those of the writer and do not necessarily reflect the views of the editor or the officers of the Lodge: nor should they be construed as bargaining policy of the organization. The editor reserves the right to edit or reject any materials.

The deadline for submissions for the next issue of *Victory News* is May 15th, 2018

CLT Flight Safety Committee

704-359-2425

John Hall - DL142 Director

704-359-2022

Bud Brown Coordinator/ERC Rep

John Bidoglio Rep

Russ Lapinski Rep

Mark Heim Rep

Kenny Geis Rep

Brian DenOuden - PSA

ASAP <http://www.usair-safety.wbat.org>

Maitenance Safety Hotline

1-800-363-2545 option 1

FAA Hotline: 1-800-255-1111

President's Corner

Your Lodge - Your Meeting

In a recent conversation with several of our members, it became clear to me that when they were attending our monthly business meeting that they did not fully understand the process that we use to bring issues before the membership requiring their approval.

This process typically takes place under the "unfinished business" or "new business" portion of our meeting. This process is done in accordance with the IAM constitution, our local lodge bylaws and with the use of Robert's Rules of Order.

Typically, when we reach this section of the meeting agenda you will hear me say something like "the local lodge executive board met on such and such date and the following recommendations are brought forward for the membership's consideration". At that point I read to the members at the business meeting the individual recommendation one at a time.

If any member agrees with that recommendation they raise their hand and when acknowledged by the chair or person conducting the meeting, they say, "so moved" and that simply means the member agrees with the recommendation and proposes it to the members in attendance as a proposed motion. For that proposed motion to move forward another member must also agree, raise their hand and after being acknowledged by the chair say, "I second the motion".

At this point the recommendation becomes a legally proposed motion and the chair opens the floor for discussion on the proposed motion. This is your opportunity to ask any questions that you may have or to offer your case for or against the proposed motion. This is the most important part of the process because it is when you have a voice in the decisions that our lodge makes.

After debate is ended the chair will put the motion to a vote to the membership for approval or disapproval.

The official Robert's Rules of Order - Newly Revised, is 716 pages long so there are many other components and nuances to this process. The most important thing to remember however is that this is your union and your lodge so do not hesitate to participate in its decision making process.

Solidarity rules the day.

For those of you that follow the news, you know that 2 days ago the public school teachers of West Virginia successfully ended a nine day wildcat strike. In spite of the fact that they ranked 48th in the nation in pay, they were originally only offered 1% then finally 4% but with big additional increases to their medical cost.

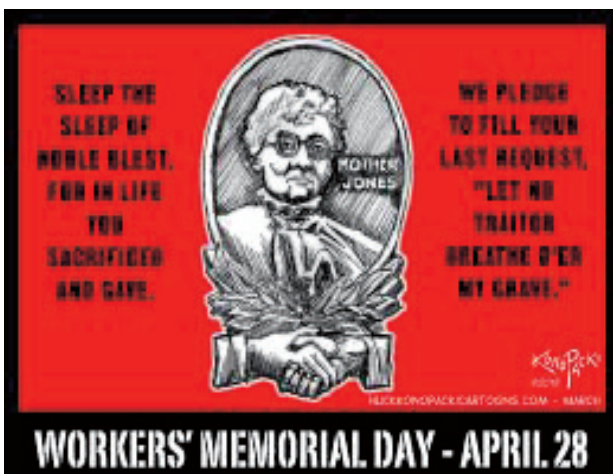
The teachers not only said no, but hell no. Collectively, they walked out of every classroom in the state and refused to return until a fair and equitable deal could be reached. They were visible every day around the state in meetings, protesting and marching.

It was the most significant labor victory in years and what made it all possible was the incredible solidarity that they showed. Teachers from every walk of life, every corner of the state, and every grade level put aside any differences they had to stand together for a common purpose.

That common purpose is dignity and respect in the work place and the fair wages and benefits that we deserve, and it's shared by every union member, by every worker, in this country. The teachers of West Virginia showed us how to achieve these things.

They showed us what solidarity means and can do. Let's not forget their inspiring example as we move forward.

Michael Jones - President



Attention Union Stewards

Your role during an interrogation!

When asked to represent our membership after an incident with Management questioning our members. You are required to take complete and accurate notes. Each and every question that the Company asks needs to be documented verbatim regardless of the amount of time it takes.

Instruct our member not to answer until you are completely satisfied that you correctly wrote the question word for word so you will be able to write down his answer. This is to guarantee that we have all the information needed to represent our member in the Grievance procedure.

We are encouraging all of our members involved in an incident/accident to request and get a copy of any documents that the Company requires you to sign, **BEFORE** you sign it.

If Management refuses or denies your request for a copy and tells you that you have to sign it anyway, simply sign it as:

Receipt only, I am not accepting or agreeing with the content of this document and then sign it.

Write this statement down and keep it on hand at all times. This is for the protection of you and your family.

Anytime the Company has you sign a document they will not hesitate to use it against you in **ANY DISCIPLINARY PROCEDURE.**

NEW DOT DRUG TESTING

The four drugs: Oxycodone, Oxymorphone, Hydrocodone and Hydromorphone, were added to the DOT panel for safety sensitive positions. The four drugs have been part of the Company test panel for quite some time.

In the case of an employee who has been prescribed one of the four drugs for medical reasons, the initial test will be considered a non-negative until the Medical Review Officer (MRO) can verify through medical information provided by the employee that would render it negative.

Copy of the prescription along with any other necessary medical information will be requested from the donor by the MRO so that MRO can make a determination as to the disposition of the test. In most cases, as long as it substantiated with a prescription in the donor's name, it will be negative.

However, the MRO does have the discretion, if based on the level of the drug, long time use, safety concern, ect. to have the employee "stand down" (see Substance Abuse Policy found on Jetnet) until the test can be verified. In such case the employee will continued to be paid.

**Charlotte Mechanic & Related
Grievance Committee**

**2nd Annual Union
Golf Tournament**

Hosted by the Young Workers and
Women's & Human Rights Committee's

May 9, 2018
Shotgun start at 9 am

INFO
Craig Vanderhoof T-6
Mike Knoble Grievance Office
Lisa Leathers ABR
Louis Gilmore T-4
Renae Miller T-2
Helena Thornton T-6
Kat Romo T-2
Mike Jones Hangar
Maureen Kelley Hangar

FEE
\$300 per four man team
Price includes food,
round of golf and range balls

All proceeds go to
**Guide Dogs of
America**

INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
A M

Renaissance Golf Course
1525 W Tyvola Rd
Charlotte, NC 28217

ASAP "NEW & IMPROVED"

Currently, your CLT Flight Safety Committee has been participating in the ASAP Roadshow, being brought to a maintenance station near you.

What is ASAP, you ask? Aviation Safety Action Program. A program for the workforce to provide Management with our safety concerns. In the past, at legacy USAirways (LUS) we had a system in place, that quite simply; failed.

The new program has added language that states, "No disciplinary action" if accepted into the program.

If your ASAP is rejected for any of the 5 reasons:

- Deliberate falsification (sign what you do and do what you sign)
- Criminal Acts
- Intentional Disregard for Safety
- Drugs and/or Alcohol
- Outside the 24 hour rule

Then the five days to issue discipline, per current CBA; starts then.

What we are trying to bring to the membership now is the opportunity to bring forth so much more. We are still in transition in the maintenance arena and mistakes are going to happen, human nature.

It's not just us though, management makes mistakes also, I know; news flash right? We need to collect data on the job procedures that are incorrect, policies that aren't being adhered to, procedures that just don't make sense. We also have to do a better job of getting this critical information back to the end users-YOU.

Please, take the time to fill out an ASAP and let someone know the safety concern on your mind.

If you are unable to file an ASAP via the Company computer system, this is the phone number you need to call:

817-963-2307

GPM

0.07.3 Procedures

A. Individuals desiring to participate must voluntarily make initial notification of the potential CFR violation or unsafe event by reporting through one of these methods:

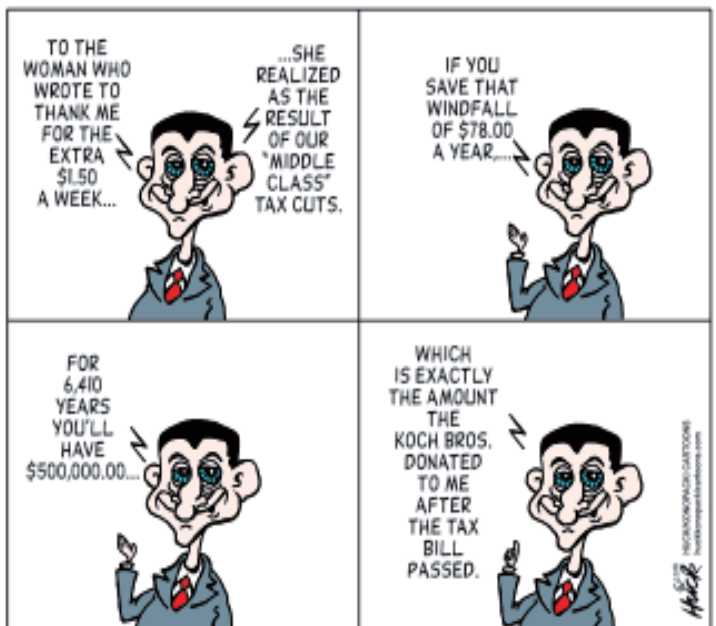
2. Legacy US (LUS) WBAT at <https://usair-safety.wbat.org/>

3. The ASAP form can also be accessed from the Jetnet Technical Operations homepage (<http://me.aa.com>) by selecting ASAP Contacts & submittal under Helpful Links.

4. A 24-hour hotline is available for ASAP questions. A contact telephone number and Company board mail address must be included in the message in order to receive a response.

All questions are answered promptly.

Charlotte Flight Safety Committee





LOCAL BYLAW PROPOSALS DUE BY MAY 2018 BUSINESS MEETING

ARTICLE VII - BYLAWS APPLIED

Section 1. Nothing in these bylaws shall be construed or applied in a manner that will conflict with the provisions of the IAM Constitution. All matters arising and not specifically covered by these bylaws shall be governed by the IAM Constitution.

ARTICLE VIII

Section 1. Any increase in the amount of initiation, reinstatement fees, Emergency Funds, and the Local Lodge dues must be handled on the basis of the procedures specified in the IAM Constitution.

Section 2. Any other amendments, changes or deletions to these bylaws must be handled on the basis of the following procedures:

- (a) All proposals must be in writing, signed by not less than fifteen (15) members, and referred to a Bylaws Committee appointed by the President of the Lodge.
- (b) Bylaw proposals will be voted on once a year. All proposals must be submitted prior to the first business meeting in May.
- (c) Proposals shall be read as proposed at two (2) consecutive business meetings. Immediately following the second reading, the Bylaws Committee shall submit their recommendations.
- (d) Ballots will be done by referendum vote on the Thursday following the second reading. The polls will be open for a minimum of twelve hours to allow all eligible members their right to vote.
- (e) Reasonable advance notice must be given to the membership of the time, date and place of the referendum vote to be taken.
- (f) The polling will be conducted by members appointed by the President with the Bylaw Committee not involved.

EMPLOYEE ASSISTANCE PROGRAM CONTACTS

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SICK AND DISABLED

JANUARY

CONDOLENCES

Raymond Recchiorn and Family for the passing of his Mother
Kelly Walker and Family for the passing of her Mother
Mark Lagrotteria and Family for the passing of his Mother
Gerald Edwards and Family for the passing of his Sister
Rich Ayers and Family for the passing of his Brother-in-Law
Donald Pauk and Family for the passing of his Mother
Steven Engelhardt and Family for the passing of his Father
Les Arnold and Family for the passing of his Father

FEBRUARY

ILLNESSES

Marvin Tunstall Kevin Broggi

CONDOLENCES

Chuck Howell and Family for the passing of his Mother
Mike Dawn and Family for the passing of his Father
Mike Pugh and Family for the passing of his Father
Shahid Khan and Family for the passing of his Father
Mark Stephens and Family for the passing of his Mother
Gregory Cooper and Family for the passing of his Grandmother-in-Law
Darryl Carter and Family for the passing of his Mother
Robert Ort and Family for the passing of his Brother-in-Law
Marion Luna and Family for the passing of her Father
Johnny Dolin and Family for the passing of his Mother-in-Law
Bob Langley and Family for the passing of his Sister
Mike Burluson and Family for the passing of his Mother
Moses Joknhial and Family for the passing of his Brother
Darrick Crocker and Family for the passing of his Father
Terry Bishop and Family for the passing of his Father-in-Law

MARCH

ILLNESSES

Paul Shultz	Randy Hosenfeld	Richard Prucker
Gary West	Ronald Condon	Paul O'Sullivan
	Kenny Saylor	

CONDOLENCES

Glenn Martin and Family for the passing of his Mother-in-Law
Richard Foster and Family for the passing of his Step-Mother
Rick Judy and Family for the passing of his Mother-in-Law
Leman Wright and Family for the passing of his Mother

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Chartered
June 10, 1943

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Gary Winchester

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John Bidoglio

Webmaster
Todd Day

Communicator
Gary Winchester



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Vice President - Daryl Current
Rec. Sec. - Helena Thornton
Sec. Tres. - Bud Brown
Conductor - Maureen Kelly

Trustees

Lisa Leathers
Mark DeLuke
Joseph Behan

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**INTERNATIONAL ASSOCIATION
OF
MACHINISTS & AEROSPACE
WORKERS**

VICTORY LODGE 1725
3727 ROSE LAKE DRIVE #103
CHARLOTTE, NC 28217

Nonprofit
Organization
US POSTAGE
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PERMIT # 1649
Charlotte, NC

Visit Local Lodge 1725 on the web
@
<http://vl1725.org>

Union Meetings

Thursday: April 12th, 2018 @ 8:00 AM

Thursday: May 10th, 2018 @ 12:00 N

Thursday: June 14th, 2018 @ 4:00 PM AM

MONTHLY BUSINESS MEETING AT

IAMAW VICTORY LODGE 1725
3727 Rose Lake Drive Suite 103
Charlotte, NC 28217
(704) 357-0027

