



# Victory Local Lodge 1725 News

<http://www.machinists1725.org>

VOLUME 06

WINTER



16 EDITION

## MERRY CHRISTMAS & HAPPY NEW YEAR



The trees above are from the 8th Annual Novant Matthews Medical Center Festival of Trees. More than sixty trees will be showcased throughout the holiday season and many will be available for purchase through a silent auction benefiting the Novant Health Foundation. You can bid on the trees till Monday December 5<sup>th</sup> at noon. Get into the holiday spirit with a visit to the Festival of Trees, Now through December 25<sup>th</sup> from 8 a.m. – 9 p.m.

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**Ken Coley, Grievance Chairman for American Airlines Mechanic & Related Group (L) is presenting Mechanic Carl Bucaccio with a retirement watch and retiree pin on his last day on the job.**



# EDUCATIONAL CORNER

By: John Bidoglio

Can anyone tell me what the six W's are when investigating a grievance?

## **Who, What, When Where, Why and Want**

Has anyone heard of the term "three R's"? No.

## **Read, Write, Report**

What do they mean?

- 1) Read the contract.
- 2) Write everything down.
- 3) Report back. Often neglected. Reporting back simply means keeping members informed about progress of situations.

How many Stewards have used the word "PROBLEM"? Maybe we should find another word other than "problem". One of our fellow labor educators – Arthur T. Mathews refers to "Situations in need of a solution".

Follow these five steps in order: do not deviate or jump ahead of these steps , your results may not be as positive as the could be.

- 1) Get the information needed...investigate!
- 2) Analyze information and identify options.
- 3) Make a plan of action.
- 4) Carry out the plan of action.
- 5) Evaluate and learn for next time.

Don't try to do this all yourself, involve others who care about the issue or situation. That way the situation can be used to hone the skills others need to become better stewards or leaders of the Union.

## GRAND LODGE NOMINATIONS AND ELECTION '17

As set in the Constitution, the nomination meeting will take place on **Saturday January 21<sup>st</sup>, 2017** from 6:00 am to 8:00 am and from 6:00 pm to 8:00 pm. If more than the required number of candidates for any position is nominated at the Local Lodge meeting, another special meeting must be held on **Saturday February 11<sup>th</sup>, 2017** from 6:00 am to 8:00 am and from 6:00 pm to 8:00 pm to determine which candidates will be endorsed by the Local Lodge. Finally, if more than the requisite number of candidates receives the required number of Local Lodge endorsements, an election will be conducted on **Saturday April 29<sup>th</sup>, 2017** from 6:00 am to 8:00 am and from 6:00 pm to 8:00 pm. ALL nominations and elections if necessary will take place at our Local, 3727 Rose Lake Drive, STE-103, Charlotte, NC 28217.

### 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 January 15, 2017**

### **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 DenOouden - PSA**

**ASAP [http://www.usair-safety.](http://www.usair-safety.wbat.org)**

**wbat.org**

**Maintenance Safety Hotline**

**1-800-363-2545 option 1**

**FAA Hotline: 1-800-255-1111**

# WORK AROUNDS

Most of us grew up in aviation maintenance, at a time when the norm was a Lead Mechanic or Supervisor telling you, "just do what it takes and get the job done", and we did it. After all, we are mechanics; we are trained to figure out the problem and fix it. We sometimes amaze ourselves with what we can do with a little duct tape, safety wire, black & white and WD40. Times have changed; we've found out that it is possible to get seriously injured by checking oil from a belt loader or working on top of a wing without a harness.

Those are good things; the bad things are some of the things that haven't changed. Doing a 'work around' because we feel the paperwork has steps that are unnecessary or impossible to follow or doesn't make sense. Or the worst of all, one crew starting the job doing a work around and not communicating their thought process to the next crew and the next crew ends up trying to do a work around to the first work around. Much like all groups in the airline industry, we in maintenance work under a SOP (Standard Operating Procedures), and that in a nutshell is, we follow the paperwork. Now if we feel the procedure could be accomplished better, easier or less confusing, then we also have the ability to submit a change. (See your flight safety representative if you need assistance with this) This is something in the maintenance world that we have to get better at.

Remember the time where, in the cockpit; the Captain had the final say and the First Officer had to just take it, right or wrong. Then they found out, after a couple of smoking holes; that may not be the best policy.

Procedural noncompliance, aka: "not following the paperwork"; is still the leading findings in FAA and QA audits. When procedural deviations occur in the cockpit, cabin or in maintenance, they can have a catastrophic result. Remember, in 2003 an Air Midwest Beech 1900D experienced a loss of control on takeoff. The incorrect rigging of the elevator was attributable to the AMT skipping steps in the procedure because he deemed them "unnecessary".

Currently, on [www.faasafety.gov](http://www.faasafety.gov) website there is a free online course entitled "Failure to Follow Procedure-Inspection".

REMEMBER: ***Sign what you do and Do what you sign***

Charlotte - American Airlines Flight Safety

## North Carolina AFL-CIO Convention

**Bg: Todd Vandervelde**

On September 22-23, 2016, Charlie Hines and I attended the 59<sup>th</sup> annual NCAFLCIO Convention in Raleigh, NC. Michael Gravinese, President of the Triangle Labor Council, opened the convention followed by all standing for the invocation and pledge of allegiance. The convention had 178 delegates, 19 visitors and 16 exhibitors in attendance. NCAFLCIO President James Andrews chaired the convention and also handed out committee assignments. After the breakout sessions committee reports were given. The Audit was reported and accepted.

There were 12 resolutions brought to the convention which 11 were passed and one was tabled. They were: Strength in Unity. Support for the Cope Program. Repeal HB2. Supporting the Wage Act. Opposing the Weakening of the Overtime Regulations. It's Time to Take the Retirement Crisis Seriously. An Economic Agenda for working Woman and Families. Senate Must End Obstruction and Vote on Judicial Nominees. Stand with Nabisco Workers and Protect American Jobs. Black Lives Matter.

The General Council for the NCAFLCIO gave a legislative report, which touched on subjects as Postal Bank, Medicare, Medicaid, and how North Carolina became a Tier 1 State. Jeremy Sprinkle – Communications Director NCAFLCIO, gave a talk on the Media and how Social Media is becoming in the election process. Candidates' appearing at the convention were: Deborah Ross (US Senate), Dan Blue (Treasurer, Linda Coleman (LT. Governor), Charles Meeker (Labor Commissioner) and Josh Turner (Attorney General) The candidates discussed topics in a panel format covering the State Pension fund, HB2, State Infrastructure, Misclassification of Workers, Consumer Protection and other pertinent topics.

As a member of the Legislative Committee I want to thank you for allowing me to attend this extremely important convention.

# 2016 GRAND LODGE CONVENTION

By: Maureen Kelly

First I want to thank this membership for electing me as a delegate to the 39th IAMAW Grand Lodge Convention. This event is a week packed of necessary actions for decisions that guide the direction of our union for the next four years. Make no mistake as to the importance of not only this event but of the delegates that attend and are willing to speak on the issues, decisions, and request action. This also comes at a large expense to both the local and the delegates that go. I can tell you from witnessing it firsthand our Local was represented well.

The delegates were attentive and engaged. There were discussions amongst us and with many members from across the country, from the other territories and departments of our union. There were also opportunities to speak with District and Grand Lodge officers.

We discussed proposed changes to our constitution. We talked of changes on union membership, organizing, education, politics, social issues, local engagements, job site conditions, family, everything and anything. You may think this is not important but believe me it is probably some of the most important moments of the convention.

The networking that is done here is where the grassroots start for all the future changes that are going to occur. These are necessary changes as we face the future especially with how technology and being green is changing the way we work. Change sometimes happens so fast we find ourselves struggling to keep up. Change can also take longer than some are willing to wait and it seems like a burden. Some may even give up on the idea of change. This is a mistake. We need to never give up. Never doubt that change will happen if we remain steadfast and persevere on making the changes. This is proven again and again throughout history. Every movement, struggle, or cause of a people, person or organization that persevered and remained committed in action for the necessary change made it happen. We as a Labor Organization, as a group, as members of the working men and women of the IAMAW need to be committed to our cause and to each other.

International President (IP) Robert Martinez opened and officiated this convention with a sincere and determined commitment to this organization for meeting the needs of the membership through changes to become a stronger, smarter, and more advanced while also increasing not only our membership but union membership at large. Martinez spoke of his plan to organize new members. "We must be bold enough and confident enough to come up with new organizing strategies". "We can start by making Organizing part of our daily culture, 24/7 brothers and sisters. We have to have a culture of 24/7. We must become more innovative and flexible in our effort to organize new workers".

In addition to new tactics and strategies and tools we need to have the resources to implement these ideas. I personally agree wholeheartedly with him on this need. The more we grow, the larger our numbers the greater our strength becomes. We need to organize then educate the masses on the history, the benefits, and the necessity of union membership.

IP Martinez asked the more than 1200 delegates in attendance "Are you ready to put the fight back into the Fighting Machinists?"

The multitude of speakers at this convention along with President Martinez recognized and mentioned the magnitude of problems we face and how "our enemies are literally at the gate" "There is much work to do and no time to waste" said Martinez. They spoke of the work necessary to fight the Trans Pacific Partnership (TPP) (which we know correctly as "Trading People for Profits").

"The IAM was one of the first and loudest unions to oppose TPP, these deals are proven job killers" stated Martinez. All Speakers spoke of the fight against the politicians, "petty tyrants" that attack workers' pensions, their wages, and their right to have a union. Everyone spoke on the battle against the "Right to Work" as done by Scott Walker and other politicians. "The IAM is leading the legal challenge to Walker's anti worker law". Maureen Kelly



Continued from Pg. 4

## 2016 Grand Lodge Convention

Everyone spoke on the challenge and IMPORTANCE of the upcoming election. How this election will result in a president that chooses 2 or even more Supreme Court justices. From the Citizens United Case (which enable the Koch brothers to buy elections) to the Friedrichs Union Dues Case (which could have opened the door to millions of scabs and free riders) we desperately need a court system that respects workers' rights and union rights. They spoke on, not only the need to elect politicians that will respect and fight for workers but to hold them accountable and remove them from office if they choose to oppose our fight.

We heard them speak on unity, on the fight from within as well as outside the unions. (Anti-union, anti working forces and the haters that try to tear down and destroy) We must continue to discuss debate and find the common ground that keeps us united. We need to fight the foes, opinions and situations that divide, conquer and attempt to tear us apart. Don't wait to speak out. Stand up for the good and better of our UNION. Look at the people you work with, look at your family, and look at the younger work force. These are the ones counting on each and every one of us to continue the union fight, to strengthen the union force. Do not sit or stand idly by. Get involved. Attend the union meetings. Join a committee. Get elected to attend school or conventions. The ability to bring about change is with your action and involvement.

President Martinez spoke with confidence and determination along with full commitment from his executive council on all of these matters. They also made large sums of personal contributions to our fellow sisters and brothers in need, charities, causes and our union fight. Speaking financially Martinez assured us he was devoted to make our union financially sound and strong. The executive council is making bold changes to structural and spending practices now. These changes will best serve the membership and allow us to organize. Since taking office we have saved the IAMAW 2.5 million dollars this year. We are working on saving 5-7 million each year over the next several years stated Martinez. "Above all we need to make sure we are spending our members' dues money effectively and wisely" said Martinez.

Martinez pledges to listen to you the representatives and the membership, he will continue with an open door policy. He is traveling the country to hear from staff and members. He encourages us to come forward with suggestions and complaints. He is eager and willing to listen to any and all ideas, complaints, suggestions, and yes even a vigorous debate if necessary. We must move "FORWARD TOGETHER".

Again with my deepest gratitude I thank you for this opportunity to serve this local at the Grand Lodge Convention. I implore all of you, yes each and every one of us to get involved. Stay involved.

Work together to make this an even greater union for now, for the next generation, and the next and the one after that.

Stay Solid, Stay Strong



# AA Mechanic & Related Grievance Report Oct'16

Since our last Union meeting your grievance committee has been overwhelmingly busy with Special Hearings. We have had five Special Hearings and one termination for a grand total of eight Special Hearings, three terminations to date. Labor Relations has started answering the Third Step hearings we held in August.

We have had and will be holding Shop Steward meetings this week in the committee office with our General Chairman Sean Ryan and Grand Lodge Representative Tom Regan, as well as making our rounds on the floor.

One of our terminations has been overturned and in the process to returning back to work. We are working on scheduling next round of third steps by the end of the year.

Be very careful with security breaches at all access points, mid-gate and TSA. Be aware anytime in company uniform, act accordingly on or off the clock, especially on airport property. Remember **"the city controls your badge; therefore they control your job"**

The new American Airlines management locally, no longer by their actions over the course of a month are willingly wanting to work with the Union over discipline issues. Their first thought is termination, second is five day suspensions. This is the ONE WORLD NEW AMERICAN MANAGEMENT!

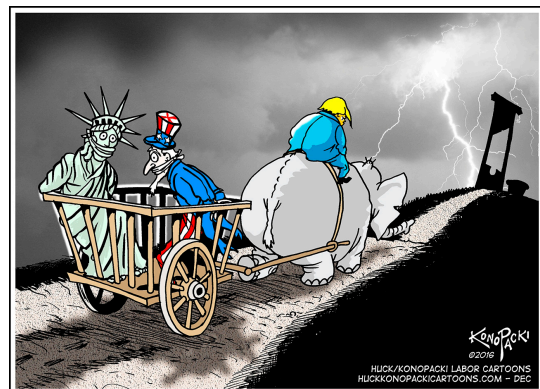
On behalf of your committee I want to extend a thank you to all the shop stewards for all the hard work ya'll have put in over the last several weeks. Without ya'll there is no team effort that makes the gear go round.

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On a personal note I want to say THANK YOU for all that donated to the Gary Sinise Foundation and Snow Ball Express and in helping me in receiving the Gatorade bath! I raised a total of \$1,000.00 for the bath and in total the car show raised \$18,000.00.

On behalf of the car show committee, I want to extend my appreciation to this local's membership for its donations and those on the Womans / Human rights / Young Machinists committee for all their efforts in making the car show a very successful one for the books.

John Bidoglio - Committeeman



## EMPLOYEE ASSISTANCE PROGRAM CONTACTS

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# **SICK AND DISABLED**

**August – September**

Dan McKenzie – Surgery  
Steve Blanchard – Surgery  
Bill Cook – Surgery  
Richard Bowman – Illness

## **CONDOLENCES**

Richard Ayers and Family for the passing of his Son  
Rodney Layton Family for the passing of Rodney  
Rodney Barber and Family for the passing of his Mother  
Joseph Planera Family for the passing of Joseph  
Thomas and Toni Jeffrey and Family for the passing of their Daughter

## **October – November**

Kevin Herman – Surgery  
William Rice – Surgery

## **CONDOLENCES**

Robert Diener and Family for the passing of his Mother-in-Law  
Scott Greer and Family for the passing of his Mother  
Ray Baldwin and Family for the passing of his Mother  
Sidney Caldwell and Family for the passing of his Wife's Stepfather  
Bill Berry and Family for the passing of his Wife

# **DISTRICT 141 ANNOUNCES PAY INCREASES AT UNITED AIRLINES**

The IAM today announced that approximately 28,000 IAM members at United Airlines will receive major and much deserved pay increases. Base wage rates will increase by an average of 19 percent and will escalate by an average of 32 percent by 2021. Since 2014, IAM members at United have ratified 14 separate contracts that have increased wages for the vast majority of workers by approximately 40 percent, and by 2021 by about 55 percent.

"IAM members at United earned this raise because they are a major reason why the airline is again profitable and successful," said Transportation General Vice President Sito Pantoja. "I commend our members at United for their resilience over the years and their solidarity in achieving the recent major gains in pay, pension benefits and job security."

In April, the IAM and United concluded five months of limited issue, expedited negotiations. IAM members from six different collective bargaining agreements covering over 28,000 workers in multiple classifications at the carrier ratified new contracts. In addition to major wage increases, the new accords provide for a 25 percent increase to IAM members' industry-best IAM National Pension Plan and unprecedented improvements to members' job security.

"I am proud of District 141 for providing the representation that our hardworking IAM members at United deserve," said Pantoja. The IAM-United limited issue, expedited negotiations was one of the steps in a multi-airline strategy by the IAM to take advantage of favorable industry conditions to increase members' wages, benefits and job security. An American Airlines interim wage agreement in July increased pay to industry-leading levels before negotiations are concluded.

The IAM represents approximately 28,000 Fleet Service, Passenger Service, Reservations, Stockroom, Central Load Planner, Maintenance Instructor, Fleet Technical Instructor, Emergency Procedures Instructor and Security Officer workers at United Airlines and is the world's largest airline union.

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Gary Winchester

**Educator**  
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**Webmaster**  
Todd Day

**Communicator**  
Gary Winchester



## Officers

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Vice President - Daryl Current  
Rec. Sec. - Helena Thornton  
Sec. Tres. - Todd Vandervelde  
Conductor - Maureen Kelly

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@ <http://vl1725.org/>

## Union Meetings

**Thursday: December 8th, 2016 @ 4:00 AM**

**Thursday: January 12th, 2017 @ 8:00 AM**

**Thursday: February 9th, 2017 @ 12:00 N AM**

**MONTHLY BUSINESS MEETING AT**

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

## SEASON OF GIVING

On behalf of the Woman's / Human Rights / Young Workers Committee, we would like to be a blessing to a family in need during this holiday season.

If you or someone you know would benefit from our gesture, please submit a short letter sharing "why you or a family" should be selected.

All submitted information about the families, and final selection will remain confidential.

Along with your letter please include all contact information.

Letters must be submitted to the Woman's / Human rights / Young Workers Committee, attention: Renae Miller, 3727 Rose Lake Drive, Suite 103, Charlotte, NC 28217 by December 5th, 2016.

The Family selected will be made on December 8th, 2016.

