



# Victory Local Lodge 1725 News

<http://www.vl1725.org>

VOLUME 06

WINTER



18 EDITION

## LODGE MEMBERS PRESENT CHECK TO GUIDE DOGS OF AMERICA



Pictured left to right: Michael Knoble, Craig Vanderhoof, Renae Miller, Robert Martinez Jr. - IAM Pres., Yolanda Amos, Helena Thornton, Russell Gittlen - GDA President. Photo by Gary Winchester

### WHAT'S INSIDE

ASAP Year End Review	Page 2
Winner's?	Page 3
District 141 Conv.	Page 4
President Says Goodbye	Page 6

Lodge members participated in several fund raisers throughout the year for Guide Dogs of America (GDA).

GDA ends the year with a banquet in November, with different union's locals and districts, along with corporations presenting checks to GDA.

In attendance along with the group above, were Mark De Luke, Richard Novak, Chris VanHoose, Melisa Leathers and Gary Winchester.

Together they presented a check for \$9,000.00.

# 2018 ASAP YEAR IN REVIEW!

By: Bud Brown

So, after signing a new "Letter of Agreement" (LOA) in 2017 and removing the language of, "lesser or No disciplinary action" to just "No punitive actions" the ASAP's (Aviation Safety Action Program) are on the way up.

As of this writing, the total ASAPs for LUS (Legacy USAirways) was 73 for 2017, and this year to date is 158, more than doubled. As a combined program (TWU/IAM) around 60% of these reports are proactive, that means before something happened. Reactive is the other 40% and that is the number we, as a group; need to bring down.

Safety is a spirit, a way of thinking and seeing things, a state of mind and once it sets in, changes your attitude in all daily aspects, not just at work.

Slowly, corporate is seeing the flaw in the "Whack-a-mole" philosophy. This is when an accident occurs, they seek out **who** is to blame. Once that has been determined, discipline is issued, and investigation ceased. This holds the mechanic and related workforce to "compliance perfection".

Unfortunately, this culture is still around, and it lurks behind the façade of "Silent Content". This is when management knows you are doing it unsafely or cutting corners and as long as the outcome is good, says nothing. Once an "escape" happens, they are the first to point out you knew the rules and hazards and accepted the risk.

We, as a work group and brotherhood/sisterhood; must start policing ourselves and **do not** show "silent content" and watch out for one another. Fill out an ASAP on things that are not right, clear or need fixing.

Even if any of those three things refer to some management personnel that puts "On-time" before **"YOUR SAFETY"**.

Please have a Safe 2019!

## 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 18th, 2019**

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

Stephen McNair - PSA

<http://me.aa.com>

918-292-2575

# ANOTHER WIN FOR THE WEBSITE & NEWSLETTER

## Website General Excellence

### Local

**First Place: IAM Victory Lodge 1725, Todd Day, Editor <http://vl1725.org/>**

Second Place: IAM Local 44, David Story, Editor <http://www.iamaw44.org/>

Third Place: IAM Local 1045, Amanda Waugh, Editor <http://www.iamlocal1045.org/>

### District

First Place: District 141, Bradley Quartuccio, Editor <https://iam141.org/>

Second Place: District 54, Regina Wright, Editor <https://iamdistrict54.com/>

Third Place: District 140, John Vincent, Editor <http://www.iam140.ca/>

## Best Layout and Design

### Local

First Place: IAM Local 44, David Story, Editor <http://www.iamaw44.org/>

**Second Place: IAM Victory Lodge 1725, Todd Day, Editor <http://vl1725.org/>**

Third Place: IAM Local 1045, Amanda Waugh, Editor <http://www.iamlocal1045.org/>

### District

First Place: District 141, Bradley Quartuccio, Editor <https://iam141.org/>

Second Place: District 54, Regina Wright, Editor <https://iamdistrict54.com/>

Third Place: District 140, John Vincent, Editor <http://www.iam140.ca/>

## NEWSLETTERS General Excellence

### Local

First Place: LL 712, Union 712, Jean Valois, Editor

**Second Place: LL 1725, Victory News, Gary Winchester, Editor**

Third Place: LL 743, The Union News, Victor Ghidoni, Editor

Honorable Mention: LL 2323, Contact, Dave Flowers and Rob Piercy, Editors

### District

First Place: DL 142, The Observer, Dave Supplee, Editor

Second Place: DL 751, Aero Mechanic, Connie Kelliher, Editor

Third Place: DL 70, Staying Connected, Scott Gardner and Susan Thompson, Editors

Honorable Mention: DL 54, District 54's E-Newsletter, Regina Wright, Editor

## Best Layout and Design

### Local

First Place: LL 712, Union 712, Jean Valois, Editor

Second Place: LL 2323, Contact, Dave Flowers and Rob Piercy, Editors

**Third Place: LL 1725, Victory News, Gary Winchester, Editor**

Honorable Mention: LL 1746, Insight, Joe Durette, Editor

### District

First Place: DL 142, 142 Observer, Dave Supplee, Editor

Second Place: DL 751, 751 Aero Mechanic, Connie Kelliher, Editor

Third Place: DL 160, Evergreen Leader, Patti Wiley, Editor

# IAMAW DL 141 Convention

By: Louis Gilmore

## Attendees:

% Louis Gilmore	Mike Knoble	Renae Miller
% Helena Thornton	Ranita Reddeng	Jimarrus Cunningham
% Christopher Johnson	Daryl Current	Craig Vanderhoof
% John Wilkinson	Mike Warren	Danny Brown
% Bex Nikolakopoulos	Charlie Hines	

On Monday the 22<sup>nd</sup> all members and delegates from 1725 arrived at the Hilton Orlando Buena Vista Palace. All were present and accounted for and registered for the convention. We were able to mix and mingle and break the ice with other members from the D 141 family. As always, our sisters and brothers from 1776 out of Philadelphia came in true solidarity form, with matching local lodge t-shirts.

Tuesday the 23<sup>rd</sup> the convention was called to order in due form. There was a warm welcome from Brother Pete Hammarquist; President of the Orlando Local 2508, the host lodge of this year's convention. Brother Derrick Monk of 1776 from Philadelphia gave the invocation. Special guests Sito Pantoja GVP of transportation and his staff were recognized. PDGC Mike Klemm gave a great report on the state of DL141 and all the improvements that have been made as of late. A special presentation for fallen Brother AGC Rich Pascarella.

The resolutions, credentials, rules, and bylaws committees gave reports. Airline coordinator Tim Klima gave a moving report on the state of the airline industry, and with our fleet and mechanic and related folks in the joint negotiations made this report ever so relevant. The executive board of DL141 was sworn in for another four-year term; of these included our own Mike Fairbanks and Mark Baskett. Brother Hasan Solomanl the director of legislation for the international gave a report on the importance of these upcoming midterm elections, and also the voting process as a whole.

We began our various breakout sessions for our respective committees. I was placed on the communications committee. I am thankful for this because, as I am growing in this organization, I'm finding my true fit in the realm of photography and digital media. One of the recommendations that were discussed, was that local lodges keep an updated web page that had district updates on it. I was proud to be able to say that at 1725 our communicator and web master do an awesome job of doing this already.

On Wednesday the 24<sup>th</sup> PDGC Klemm called the session to order at 9am sharp. Brother Ryk Tyrney gave an address on the state of the IAM National Pension Fund. The Purpose of the fund was to give the workingman the ability to retire with dignity. One of the decisions to rectify the 2008 mortgage crash was to amortize the losses over a ten-year period, and to de-risk the funds. This move made it harder to get those 13-14% returns in 2014-2016, but overall, we are operating at a 7% return. Our Fund also had one of the lowest administrative costs. We operate at an average of 3.35%.

The financial secretary Alex Gerulis, DL141 counsel Joe Guerrieri, talked to us about the legal battles that labor constantly faces in today's times. He was appointed as a member of the board of directors for Hawaiian Airlines in the negotiations. Due to Hawaii airport opening international travel they have entered into a partnership with JAL in and out of Japan. Brother Guerrieri talked about the ADA and the provisions for airlines and the rights of passengers to provide for service and comfort/emotional support animals in 1986. This caused turmoil in the airline industry with fraud. In 2017 the restrictions came in that required paperwork to be permitted on a plane.

Due to consolidation in the industry we now have 4 major airlines controlling 86% of the market in airline travel. This is one of the major reasons they are making record profits.

Continued on Pg 5.



# IAM DL141

Brother Lou Raymond from Nation Group Protection gave a brief report on the supplemental insurance plans that they offer to our union members. NGP is a union shop company that works directly with labor unions. This is very unique to the insurance industry; due to the fact most insurance companies only work with employers. Some of the plans they offer are: accident, cancer, short-term disability, and term life to name a few.

The newest to be offered to us at AA is hospital indemnity. This provided benefits when the insured party is hospitalized. All but the plans are individual or family with the exception of the disability. All are supplemental to whatever other plans you may have. All the plans are a tax-free benefit. As a member who has used the short-term disability plan to aid in my financial floatation after having an elected procedure in 2016; I always encourage our members to enroll in at least one of the plans. For the monthly cost equivalent of what most of us spend in a week at airport food vendors, you cannot afford to not have this added benefit.

Before the break for lunch we began the committee reports with the organizing committee. Being that IP Robert Martinez has said the most important job of the union is organizing, as to help increase union density in this country. The two major campaigns that we are involved in are the Jet Blue and Delta airlines. All local lodges are to maintain an organizing committee to help continue the efforts of organizing, internally and externally.

Thursday the 25<sup>th</sup> session was reconvened for the final reports of the various comities. There were 2 spots for district auditor that needed to be filled and two people were nominated and accepted the nomination.

I would like to thank the membership of our local that continues to entrust me to do the diligent work that is required to service them. The faith and support that you all continue to show with me; helps to keep me going in unionism on the tough days when I want to give up.

If I could encourage but two things to our membership from the plethora of information would be to get involved in legislation and organizing. These two are the foundation of which our union and labor movement are built upon and they go hand in hand. Without the proper legislation in place we lose our constitutional rights to organize. Without the ability to organize the labor movement will cease to exist. Being that we are all employed in one of the most federally funded jobs, it is imperative that we be involved in the legislative process.

Our employer has a department that lobbies on their behalf to ensure they continue to rake in the record profits every quarter. Because of this we have to ensure we have a seat at the table. To quote Brother Hasan Soloman "if you don't have a seat at the table, you're on the menu and if they don't have one for you bring a folding chair". The only way to do either of these is to participate in our MNPL, and to do our civic duty and vote in all elections, not just the presidential.

I understand that a lot of people don't do politicians and politics, however not picking a side is just like siding with the ones who want to take our rights and livelihoods. The irony in all of this though, is that the frontline employees who help these CEOs' attain these multibillion-dollar companies are always on the chopping block in some form or fashion.

Once again, I would like to thank the membership for allowing myself and the others present go to this convention. I have no doubt in my mind that we will continue to do the diligent work required to educate and grow our membership.

# PRESIDENT'S REPORT

On Thursday, December 13<sup>th</sup> 2018, Local Lodge 1725 will hold elections for the next Executive Board and its officers. For personal and family reasons I have decided not to seek a second term as President of your local. Let me say that it has been my honor and privilege to serve this membership and unionism at large for these past three years.

As I reflect on my role as President of Local Lodge 1725, I realize it was one of the most challenging and educational things that I have ever done. I could write on for many pages listing the things that I learned and will take away from my time as President. In my final President's report, I would like to share the most important things that I will take away from this experience.

First, and most importantly, a union is only as strong as its member's level of engagement. That is absolutely true no matter how cliché it may sound. The more active and involved the membership is, the stronger and more effective the union is.

Second, never lose sight of the common interests and goals that all union members share, regardless of their race, color, ethnicity, gender, occupation, department, title, etc. Those common interests and goals, like a safe work place, or the best possible wages and benefits for ourselves and our families are what binds us together and gives focus to what we must fight for daily.

Lastly, if members are engaged and active in their union and they understand and embrace the shared common interests and goals that unite us, then solidarity will be a natural byproduct of these actions. That solidarity is absolutely essential to achieving what it is that we all collectively desire. Individually we can never win the battles we need to win, but collectively, in solidarity, we can win these fights and, in the process, achieve what is best for us and our families. That is what unionism is all about. For all its imperfections, it is truly the only way to achieve a better and brighter future in the workplace.

In closing, there are far too many people to thank by name for all their efforts in support of this local lodge, its members, and the cause of unionism during my three-year term. To the many committee chairs, committee members, shop stewards, our office manager and countless other members and volunteers, a profound and big thank you from the bottom of my heart for your service.

Fraternally,

Michael W Jones



## EMPLOYEE ASSISTANCE PROGRAM CONTACTS

### **DISTRICT 141**

**Chris Davis**  
EAP Chairman - American System  
704-572-4859

**Brian Lee**  
EAP Coordinator  
American – Charlotte  
704-650-3869

**Juvonna Martin**  
EAP Coordinator  
American – Charlotte  
704-650-7123

### **DISTRICT 142**

**Paul Shultz**  
Eap Chairman - American System  
704-907-3563  
EMAIL: [pm.shultz@att.net](mailto:pm.shultz@att.net)

**Philip Skaar**  
EAP Coordinator  
American - Charlotte  
704-650-3401  
FAX 866-610-5592  
EMAIL: [PhilipSkaar@aol.com](mailto:PhilipSkaar@aol.com)

# **SICK AND DISABLED**

## **September**

### Illness

Brian Albright  
Blanche Laws

### Condolences

Mark De Luke and Family for the passing of his Uncle  
David Bennes and Family for the passing of his Brother  
Randy Beasley and Family for the passing of his Father-in-Law  
Douglas Hudson and Family for the passing of his Step-Father

## **October**

### Illness

Kathy Duggin  
Dawuud Abdur-Razzaq

### Condolences

Daryl Current and Family for the passing of his Sister  
To the Family of William Edmonds for his passing  
Pete Dyk and Family for the passing of his Sister  
Gary Morris and Family for the passing of his Mother  
Linda and Jeff Shirley and Family for the passing of her Mother  
Michael Gardner and Family for the passing of his Brother  
Dave Porter and Family for the passing of his Father  
David Elwell and Family for the passing of his Step-Mother

## **November**

### Illness

Jeff Adair

### Condolences

To the family of Oscar "OD" Smith for his passing  
Tom Regan and Family for the passing of his Father-in-Law  
To the Family of Bill Frieberger for his passing

**Victory News**  
is a publication of  
Victory Lodge 1725  
Chartered June 3, 1943

**Newsletter Editor**  
Gary Winchester

**Educator**  
John Bidoglio

**Webmaster**  
Todd Day

**Communicator**  
Gary Winchester

**Officers**  
President - Michael Jones  
Vice President - Daryl Current  
Rec. Sec. - Helena Thornton  
Sec. Tres. - Gary Winchester  
Conductor - Maureen Kelly

**Trustees**  
Lisa Leathers  
Mark DeLuke  
Joseph Behan

Union Printed by  
**Consolidated Press**  
Charlotte, NC  
(704) 372-6785




**INTERNATIONAL ASSOCIATION  
OF  
MACHINISTS & AEROSPACE  
WORKERS**

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

Nonprofit  
Organization  
US POSTAGE  
**PAID**  
PERMIT # 1649  
Charlotte, NC

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

## Union Meetings

**Thursday: December 13th, 2018 @ 4:00 PM**

**Thursday: January 10th, 2018 @ 8:00 AM**

**Thursday: February 14th, 2018 @ 12:00 N**

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

## VICTORY LODGE 1725 OFFICER ELECTION



**The ELECTION to take place On Thursday December 13th, 2018  
from 6:00 AM - 6:00 PM**

The membership will be voting for: **President, Vice President, Recording Secretary, Treasurer, Trustee (3) Three, Conductor/Sentinal and Auditor (3) Three.**

**The election will take place at the  
local - 3727 Rose Lake Drive, Suite 103 Charlotte, NC 28217**