



The New Union Voice

A monthly publication by
The International Association of Machinists & Aerospace Workers
Local Lodge 774, District Lodge 70, ICT

November Elections

Greetings Brothers and Sisters,

As November draws close, I want to give you some website's to get yourself information on labor endorsed candidates, you have three options. (1). www.imvotingunion.com. (2). For Local and State candidates the Wichita Hutchison Labor Federation website www.wlaborfed.com. (3). The Kansas State AFL-CIO website at www.ks.aflcio.org.

You will have from October 16th to October 30, 2018 to request a mail in ballot. Ballots will begin being mailed out on Oct. 17th. The Election Commissioners phone number for Sedgwick County is 316-660-7100. Brothers and Sisters, PLEASE vote and encourage your family and friends to vote. This election is our opportunity to have our voices heard and to have power in the everyday business of our State. We will also be electing new U.S Representatives this November and, as we have seen in the primaries, every vote *does* matter. Let's stand up and make our voice heard!

In solidarity, Gary Hall



NEGOTIATING COMMITTEE UPDATE ON SENIORITY DISCUSSIONS

Negotiating Committee Report

As a result of the Seniority Discussion membership vote on *August 18, 2018*, Local Lodge Negotiators have met with the company and had an exchange of proposed language changes.

As soon as the Negotiating Committee and the company have come to an agreement on new or amended language, we will notify the membership.

- If the proposed language change is voted on by the membership and **accepted**, the new language will be incorporated.
- If the proposed language change is **rejected**, there will be no change to our current collective bargaining agreement language.

We do understand members want to know details of the language exchange between Negotiators and the company. The committee is currently negotiating with the company and there hasn't been any agreement made. **To save confusion and mis-understanding we will send an update when there has been a tentative agreement between your Negotiating Committee and the company.**

The Negotiating Committee appreciates your patience and looks forward to bringing you an update as soon as possible.

LL774 Negotiating Committee

IMPORTANT EVENTS & INFORMATION

- ◆ **SEPTEMBER 19, 2018** - SHOP STEWARD TRAINING @ MACHINISTS HALL, 11 AM & 4 PM. (OPEN TO MEMBERS)
- ◆ **SEPTEMBER 23, 2018** - ROBERT MARTINEZ JR. GOLF (GUIDE DOGS OF AMERICA) FUNDRAISER. (REGISTRATION FORMS ONLINE OR AT MACHINISTS HALL) @ SAND CREEK STATION, NEWTON KS. Registration: 7:00 AM, Start: 8:30 AM
- ◆ **OCTOBER 9-15** - A LINK ON ERIC WILL BE AVAILABLE FOR EMPLOYEE'S TO ELECT TO HAVE "LUMP SUM & COLA" PAYMENTS ADDED TO THEIR "HSA".
- ◆ **OCTOBER 10, 2018** - LOCAL LODGE 774 ORGANIZING MEETING @ MACHINISTS HALL, 12:30 PM & 4:00 PM.
- ◆ **OCTOBER 20, 2018** - LOCAL LODGE 774 MEMBERSHIP MEETING @ MACHINISTS HALL, 10:00 AM

~ LL774 SHOTGUN RAFFLE TICKETS ARE AVAILABLE - "To benefit "Guide Dogs of America".

~ GRAND LODGE 2020 CONVENTION **HARLEY DAVIDSON RAFFLE TICKETS** ARE AVAILABLE.

~ CONSIDER BRINGING NON PERISHABLE FOOD ITEMS TO MACHINISTS HALL FOR LL708 FOOD BOXES AND/OR MARIO'S FOOD PANTRY.

FOR RAFFLE TICKET INFORMATION CONTACT SCOTT GARDNER, 316-706-0744

Opioid Addiction

With the type of physical work that we do in manufacturing airplanes, we suffer from aches, pains, and soreness on a frequent basis. It is important for all of us to be knowledgeable in how we manage those effects.

Beginning our working day with warming our muscles is important. By participating in the stretching program, we allow our muscles to help us perform our daily tasks. Stretching can decrease your risk of injuries, help the joints move through their full range of motion, and enable your muscles to work effectively.

If you do see the doctor for work related pains, be honest with them about your work responsibilities. Let them know if your daily duties require the operation of vehicles, if you operate power tools frequently, or if you are



required to be aware of your surroundings for safety. By taking prescription narcotics for pain management, made from opium poppy plants, you are subjecting yourself to possible addiction. Fifty percent of those entering rehabilitation today, are facing opioid addiction. Women are more likely to suffer from this addiction due to chronic pain. Over time, people using opioids suffer from hearing loss, depression, constipation, liver damage, and possible death. If you, or someone you know, is suffering with this addiction, your Union is here to help. The IAM Employee Assistance Program (EAP) is available to all Union members, and their families. Call the EAP at (301) 335-0735 at Headquarters or Mario Cervantes with the United Way at 211.

Jan Marple, Union Safety Co-Chair

YOU HAVE RIGHTS AS A UNION MEMBER

Leura Collins, a sales person in a food outlet store operated by Weingarten Inc. was accused of not paying full price for a box of chicken she purchased. She was summoned to the office for an interview and questioning. Collins was a member of Retail Clerks Union Local 455 and asked for union representation but was refused representation by management. During questioning, she stated the store was out of the smaller boxes so she used a bigger box and got the amount of chicken for the smaller box. Further investigation found the store was indeed out of the smaller boxes. Collins was asked to keep the interview private and then dismissed. She then reported the interview to her union representative. An unfair labor practice was brought before the National Labor Relations Board.

The 1975 Supreme Court Case NLRB vs. Weingarten ruling states: Employees have a right to union representation at investigation interviews.

With this ruling a few rules were established.

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee can't be punished for making the request for representation.

Rule 2: After the request the employee has three options; grant the request and wait for union representation before anymore questioning, deny the request and end the interview, give the employee the choice to continue without representation or end the interview.

Rule 3: If the employer denies the request and continues to ask questions they commit an unfair labor practice and the employee can refuse to answer. The employee can't be disciplined for such refusal.

The union representation has rights also, a union steward is not a silent witness. ***As a steward you have a right to be informed of the subject***

matter of the interview and to take the employee aside for private conference before questioning begins.

As a steward you also have a right to speak during the interview and be allowed to ask for the manager to clarify the question that is being asked to better understand. A steward can give employee advice on how to answer a question but cannot tell the employee not to answer a question. Lastly at the conclusion of the interview the steward can provide additional information to the supervisor including additional people that can be interviewed as a witness. In July 2000, the NLRB, under Clinton, extended these rights to employees of non-union shops. In June 2004, the NLRB, under Bush, revised the previous ruling. This means that currently this right only extends to Union shops.

*In Solidarity,
Joe Harris*

ORGANIZE AND BE THE CHANGE

"Our numbers aren't large enough. Our union isn't strong enough. Someone in leadership upset me." I hear these things all the time. Some of those aspects may be true which only means it's time for each one of us to be the change. Be the change you ask? How's that? Is it welcoming a new co-worker? That's the steward's job one might say. True, but what if the steward is not there that day? Union is not just the Plant Chairs, Stewards, District, or Committee Chair people. ***There is no union without you and I.*** I ask you to be the change. Ask a

coworker to have lunch, let them know they matter. It's true non-members do benefit from most of what members have, but they also lose everything we lose. The month of August has given us the opportunity to support Local Lodge 708 in their "Unfair Labor Practice Strike" to fight for a better life. They stood together to bring change. Only you know what your role is, and only you can play that role. Be the change. We have an Organizing meeting the third Wednesday of each month.

In Solidarity, Jacqueline Sazama



In nineteen ought eight (*I always wanted to say that*). In 1908 the railroad workers had enough of the company's low wages, long hours and unsafe work conditions. They not only went on strike, they took over the railroads and wouldn't allow any deliveries. They allowed riders to travel for free. This rolling strike stopped at every major city. They would debark and march past factories and other work houses yelling their message and were joined by hundreds of workers in the largest mass strike America had ever seen. The Militia (National Guard) was called out to stop the train and arrest the workers. This didn't turn out as well as the rich capitalists expected. The town's people also turned out and blocked the Militia from doing what they were told to do. Seems the Militia members were related to the town's people or the strikers and didn't want to attack American citizens on American soil. They all stuck together and won. It was the birth of the struggle for the eight hour day, weekends off, better work conditions, better pay and better benefits. It wasn't without its losses. Many people bled and died so we could enjoy the things some people take for granted today. The very public school system that the labor movement started fails to teach our children this very important part of our history.

In twenty ought eight (2008) the

WILLIAM W. WINPISINGER EDUCATION CENTER

The William W. Winpisinger Education Center is the IAM & AW's full time member education center. It is the only full time Union school of its kind in the country and has educated over 60,000 Machinists since it was created. It is funded entirely by the Union, without outside assistance.

The William W. Winpisinger Education Center (W3) was created in 1981 by the Grand Lodge under then President, William W Winpisinger, in Hollywood, Maryland on the banks of Placid Harbor. For years it was known as Placid Harbor Education Center. The goal was to train Machinist Members to be unionists. President Robert Martinez says; **"Members who know that our union is part of a larger movement for dignity and economic and social justice in our workplaces and communities."**

At Local Lodge 774 we elect members to attend the W3 education Center for Leadership classes as the fairest way to choose who will get this opportunity for Union Education. There are a huge number of our members across the country who wish to attend, but the seating is limited. When Members attend the school, the cost is funded by the Union and lost time is covered by the Local, so there is no financial hardship to the member. The only requirements are to be a member in good standing, attend 50% of the Local Lodge meetings and get elected. Once elected, the member is *expected* to use the knowledge gained at W3 by sharing and educating others in the Local.

The list of classes offered at The William W. Winpisinger Education Center is listed on their web site www.winpisinger.iamaw.org.

majority of Local 773 at Hawker Beechcraft went on strike. Not because they were greedy and not because they could afford it. We learned that the company was going to attack the wages and benefits of future workers by instituting a two tier system of wages with the new hires starting at much less with slower progression and no pension benefits. They wanted to freeze pensions for all workers. There were rumors of higher premiums and lousy insurance (your current insurance) that would end up costing our membership thousands out of pocket. The stewards and leadership along with the negotiating team made a decision that we had to stand up and act like the "Fighting Machinists" that we are. The young people coming in heard our message "We Got Your Backs" and joined in mass's. The people, that had been there for a long time, said we didn't have the (to put it nicely) nerve to go out. They were surprised when we not only voted to not accept the contract but almost voted unanimously (89%) to go on strike.

Every week on Monday, no matter what time we were normally scheduled to walk the strike line, we showed up in mass's, lining the curb ten deep along the entire street at every open gate to send a message, that we would not back down. With an eighty two percent shop on the Hawker line only, of two hundred people, only one percent crossed the picket line.

Adding insult to injury the non-members on the same line showed up every Monday to join us on the picket line, and after we won most joined our union. They said we wouldn't stay out but with unwavering resolve that strike lasted one day longer than the company, just thirty days. We won! It was also not without its losses. This brings me to a remembrance of the ten year anniversary of the death of our dear Brother Jeffery R. Hart who died in August of 2008. He was struck by a vehicle on Greenwich Rd., leaving a rally. Shortly after his funeral we voted to accept the contract containing no takeaways. I was lucky enough to be his steward and I remember him telling me how important it was for him to be fighting for future generations. He was a good man and remains in the hearts of those of us that knew him.

As Mother Jones said, *"Pray for the dead and fight like hell for the living!"* It is time to get the backbone out, put on our 2020 Tees, let the non members know we need them to stand with us. Start that payroll deduction strike fund! Let's make it clear to Textron that we are still the "Fighting Machinists." Our message is **"We will fight to keep what we have, fight to win back what we've lost, and fight like hell for what we want our legacy to be!"**

*Your Union Sister in Solidarity,
Linda Callen*

IN OUR COMMUNITY

August was full of events to enjoy with family. Mulvan's "Old Settler Days Parade" was a great success, District 70's Neighborhood Night Out (despite the rain) brought a good crowd from the area neighborhood out to enjoy free food, activities, and prizes. Numerous bicycles etc. were given away. We kicked-off September with a Wichita/Hutchinson Labor Federation hosted Labor Day Celebration with food and prizes. Several candidates running for election were present to meet and talk with members.

We will have the 50/50 raffle at the meeting this month to raise funding to get a concession stand up and running. If you are interested in helping or know someone that needs community service time, please contact me. I am working on getting the food handlers class scheduled. Thank you all so much. Have a wonderful September.

In Solidarity, Marcus German

In Solidarity, Stephanie Ham

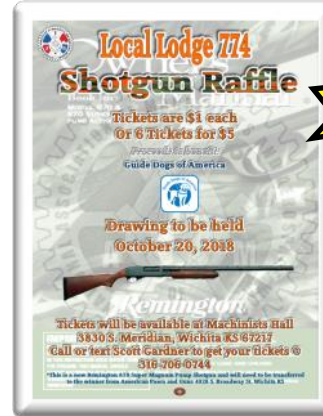
August Meeting Highlights

- 70 New Members.
- First reading of Local Lodge bylaws change proposals.
- Tom Hammond discussed workers compensation.
- \$100 per week approved for the LL708 Strike Fund.
- \$1500 donation to the District Lodge Robert Martinez Jr. Golf Fundraiser to benefit Guide Dogs of America.
- Membership approves to send Brian Alexander and Kurt Holtz to the 38th Annual Guide Dogs of America Conference in Las Vegas and pay lost time and expenses.
- Membership approved the purchase of 100 Harley Davidson Grand Lodge Raffle tickets for the 2020 GL Convention in San Diego at \$400. Unsold tickets will be turned in as LL774. If the Local Lodge wins the HD, it will be raffled to benefit the GDA.

Business Representative Reports

- Working Transfer's being out-of-order and overtime discrepancies between shifts.
- There has been a rise in "breach of trust" charges against members. It is recommended that no one speak to management in a potential disciplinary action conversation without your shop steward. Make sure to use your Weingarten rights if needed.

GET TOGETHER PURCHASE THESE TICKETS



IAMAW LOCAL LODGE 774 OFFICERS

Brian Alexander - President
Kurt Holtz - Vice President
Sharon Jones - Recording Secretary
Judy Pierce - Secretary/Treasurer

Eric Rourk - Trustee
Teresa Peart - Trustee
Joe Harris - Trustee/Educator
Scott Gardner - Conductor/Communicator

CONTACTS

District Lodge 70 Office: **316-522-1591**
 LL774 Webpage: WWW.LL774.ORG
 Email: communicator@d70iam.org
 W7/1st Shift Plant Chair/Russell Allen: **316-517-6901**
 W7/2nd Shift Plant Chair/Kelly Cleaton: **316-517-6455**

Pawnee/1st Shift Plant Chair/Charlie Cowell: **515-4108**
 Pawnee/2nd Shift Plant Chair/Rick Dutcher: **515-4214**
 East/1st Shift Plant Chair/Robert Hunt: **515-6345**
 East/2nd Shift Plant Chair/Lonnie Cox: **316-252-7709**
 IAM Safety Co-Chair/Jan Marple: **316-517-7233**

We are the International Association of Machinists and Aerospace Workers

Local Lodge 774 of District Lodge 70

Home of the "Fighting Machinists" in the Air Capitol of the world.

We represent the collective bargaining unit of Textron Aviation, Wichita, Kansas.

Please visit our website @ WWW.LL774.ORG or on Facebook @ www.facebook.com/ICT774.

IAMAW Local Lodge 774 Membership meetings are the third Saturday of each month @ 10 AM

IT'S ABOUT OUR FUTURE!

