

The New Union Voice

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



LOCAL LODGE 774

SENIORITY IN THE WORKPLACE

Seniority is defined as the amount of time spent with an organization, such as the workplace. This includes time on the job, in the industry or in the profession. With most Union negotiated collective bargaining agreements, seniority is used to provide a fair way for Union members to obtain transfers, shift preference, promotions and additional training opportunities. As early as 1888, at the birth of the Machinists Union, it was decided that there needed to be a way to give members a fair way to define these things. In 1937 this grew into a broader scope with the enactment of many Federal Statutes dealing with labor unions.

While many companies have collective bargaining agreements that require the use of seniority to determine the way employees are treated in reference to these things, very few of these companies are always in agreement.

Most managers would prefer to promote the employee that they choose, rather than the senior employee required by the CBA. It's also a very divisive issue at contract negotiations and many companies don't hesitate to use this as a tool to drive a wedge between the members of the union for shift preference, retirement and promotion.

A Unionist is defined as a Union member who places the good of the membership above the needs of him or herself. Sometimes this is hard to do, but it is what defines Union leaders, including the Shop Stewards, and all Local Lodge members as a whole. Henry Bagwell of the Winpisinger Education Center defines Unions as: **An organization of workers joined together for a common purpose, for mutual aid and protection, to engage in concerted activity and collective bargaining, to elevate conditions of life and labor; and**

an organization by which ordinary people do extraordinary things. We, the members of Local Lodge 774, have a responsibility to our Union Brothers and Sisters to do what is best for the membership.

I believe that everyone should cast their vote based on their own conscience. No one should be told how to vote, only that they *should* vote. To me, this is the basis for one of the most democratic organizations in existence today, our Union. The members have a say in how this Union operates and how it will affect the members now, and our children as they enter into the workplace. Future generations will watch how we vote, even as we have watched how our predecessors voted on May 5, 1888 to create the Union we have today.

*In Solidarity,
Marcus German*

GO TO WWW.LL774.ORG OR ON FACEBOOK @ ICT774 FOR THE SENIORITY LANGUAGE VOTE RESULTS

Brothers and Sisters,

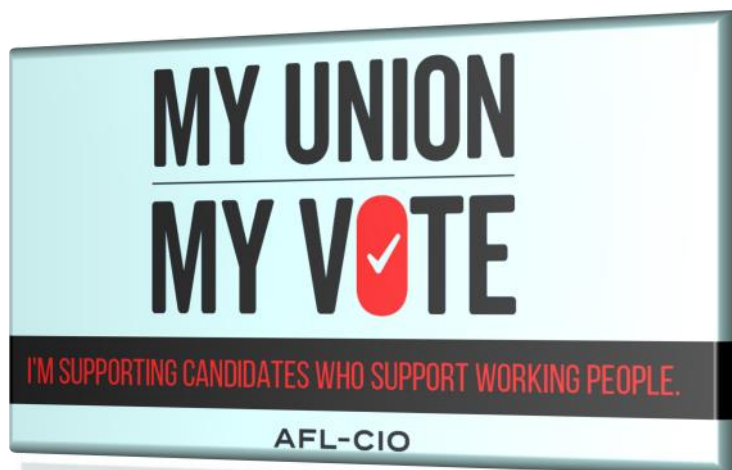
Just a reminder to get out and vote next month. It is **very important** that we support those candidates that support and will work for labors sake.

As union members, I certainly don't have to convince you of the attack we have seen on labor and the middle class.

You can vote by mail, advance ballot or you can show up on **November 6th** and vote at your assigned polling place. Please educate yourselves on the labor supported candidates.

As for me, I am sticking with my union!

In Solidarity, Gary Hall





2018



SPRIT OF LABOR'S ANGEL TREE CHRISTMAS PROGRAM

The Angel Tree Challenge...

Which Local Lodge and their respective company can adopt the most Angel's in the 2018 Angel Tree Program?

The Local Lodge that has the most Angel Tree Angels will be awarded:

- A plaque of recognition.
- An article and Local Lodge Picture in the District Staying Connected Newsletter (notoriety).
- The joy and impact that comes with helping the most local children.

The Local Lodge with the most adopted Angels in relation to the percentage of members in their respective Local Lodge wins the challenge!

50 members - 50 Angels = 100%

500 members - 500 Angels = 100%

5000 members - 5000 Angels = 100%

Who's up for the challenge?

Local Lodge 639	Local Lodge 708	Local Lodge 774	Local Lodge 839	Local Lodge 1989	Local Lodge 2799
Members: 203	Members: 118	Members: 2,321	Members: 3,674	Members: 33	Members: 466
Total District Lodge 70 Members: 9,003					

Local Lodge IAM represented Companies will be sent a request to partner with us IAM DL 70 in the "Spirit of Labor" and the season to support the Angel Tree Program. The companies that adopt Angels in support of the Spirit of Labor Challenge will count towards the tally of their respective Local Lodge. This program is about one thing and one thing only, helping less fortunate to benefit the children of our community.

District Lodge 70 President/DBR Cornell Beard and District Lodge 70 Secretary Treasurer and W/H/L/F President Susan Thompson presented an Angel Tree Program award plaque to IAM Local Lodge 2799 President Larry Moore who accepted the award on behalf of his wonderful membership and their respective company Johnson Controls Inc. for adopting 500+ Angels for 2017! *(The bar has been set.)*

Angels will be available for pick-up at the District Lodge 70 office on or after **November 2, 2018** and must be returned back no later than Friday, November 30, 2018 at IAMAW DL 70, Machinists Hall located at 3830 S. Meridian, Wichita KS., 67217.



NO ANGEL LEFT BEHIND

Sponsored by IAMAW District Lodge 70 and The Wichita Hutchinson Labor Federation



FIRE PREVENTION AWARENESS

Fire prevention awareness week was October 7 through October 13, 2018.

The annual campaign is a public observance provided by the National Fire Prevention Association (NFPA). NFPA is a global non-profit organization, established in 1896, devoted to eliminating death, injury, property and economic loss due to fire, electrical and related hazards.

Fire prevention week is observed each year, in commemoration of the Great Chicago Fire, which began on October 8, 1871. The fire killed more than 300 people, it left more than 100,000 homeless and destroyed more than 17,400 structures.

This year's campaign is ***"Look, Listen, Learn. Be aware. Fire can happen anywhere."***

In a fire, mere seconds can mean the difference between a safe escape and a tragedy. Fire safety isn't just for school children. Teenagers, adults, and the elderly are also at risk in fires. Look around your home and workplace and understand how to stay safe in case of a fire.

At work, participate in the fire drills. Evacuate to the designated meeting place. If you observe something that would benefit future drills, share this information with your leadership.

At home, install smoke alarms in every sleeping room, and every level of the home, including basements. Test the smoke alarms monthly, ensuring everyone knows what to do if the alarm goes off. Replace the batteries in each smoke detector twice a year, at daylight savings and standard time changes. Have an escape plan. Conduct fire drills to make sure everyone knows the exit plan. Have two exits from each room, like a door and a window. Have a meeting place outside, where everyone will meet after the exit. Call 911.

*In Solidarity,
Jan Marple
Union Safety Co-Chair*

**ARE YOU ONE OF THE
30 MILLION?**

After the **"Tax Cuts and Jobs Act of 2017"** was signed into law on December 22, 2017, the President announced everyone would see an immediate increase

in their take home pay. So, the new withholding tables were issued, and workers saw increases in take home pay ranging from a few cents to a few dollars per paycheck.

Congressional auditors have found that at least 30 million US taxpayers are not having enough withheld from their paychecks and will likely owe more taxes when they file next year. The Congressional Auditors are urging everyone to check with their tax preparers now to make sure you are having enough taxes withheld. If you find you're coming up short you can file a new W-4 form with your employer to increase your withholding. You can also go online and look at the new tax calculations issued by the IRS to check on your withholding. WWW.IRS.GOV

Don't delay checking on your withholding, or you may be one of the 30 million who get an ugly surprise when they file their taxes next year only to discover you owe far more than you expected.

*Pat Lehman,
President District Lodge 70 IAMAW
Retiree's Club*

"WHAT IS THE ESSENCE OF LIFE? TO SERVE OTHERS AND TO DO GOOD."**YOUR FUTURE IS MY FUTURE**

What does "your future is my future" mean to you when you read it? Does it say we care for each other's needs?

Each one of us may rank issues according to different scales; some may rank ETO at the top of the list while others may choose pension, or maybe consistent contract language on holiday overtime.

Pensions may not rank as high to someone who just entered the work force as it would for the 30 year employee.

When we look at our own list of priorities, it's important to keep an open mind to what's on the priority list of other members.

If we let our own personal gain get in the way of the greater good of the whole we become divided, therefore weakening our bargaining power. This is and will be a tactic used, called "baiting" to pull individuals from the collective. Knowing this gives members an advantage and to watch for it and not be fooled by the company's union busting tactics.

Don't give up without a fight! We will send a message to the company and their union busters that we will stick together and we will stand strong!

As for me, I'm sticking with my union!

*In Solidarity,
Jaqueline Szama*

**UNITED WE
STAND; DIVIDED
WE FALL.**

MONTHLY MEMBERSHIP NOTES

- 44 New Members
- The second reading of the by-laws were read, discussed, and voted on. The revised by-laws will be presented to IAMAW Headquarters for approval.
- \$3,000 donation made to Wichita Hutchinson Labor Federation/Mario Cervantes to benefit the members of Local Lodge #708 that were on strike.
- \$100 donation made to purchase flowers for International President Robert Martinez's brother's funeral.
- Seniority language vote is scheduled for October 20, 2018. Tellers are needed. Polls are open from 6:00 am to 8:00 pm.

In Solidarity, Jan Marple

COMMUNITY SERVICE

Hey all. There is so much I want to say this month but I'll keep it short.

We need to remember our community as Halloween quickly approaches, there will be lots of children out and about, please be safe. As the holiday season sneaks up let's remember those in need. Check out the Angel Tree Challenge on page 2.

Continuing the efforts of getting the concessions up and running I will be doing another 50/50 drawing for November's meeting. If you can and are willing to help with the concession stand once it is running please get with me, and I will help you get in a food handlers class.

Last, but not least, if you have any suggestions on community service events or groups that are near and dear to you, please feel free to bring them to our attention. *Community is what we stand for!* Thank you all.

In Solidarity, Stephanie Ham

EVENTS

10-31-18 HALLOWEEN



11-2-18 Angel Tree Program begins

11-4-18 Daylight Savings Time Ends - Set clocks back 1 hour.

11-6-18 Kansas Mid-Term Elections - Don't forget to VOTE!

11-14-18 Organizing Meeting 12:30 pm & 4:00 pm @ Machinists Hall, 3830 S. Meridian.

11-17-18 Membership Meeting 10:00 am @ Machinists Hall, 3830 S. Meridian.

11-22-18 THANKSGIVING!

Help us Support Mario's Food Pantry

Bring non-perishable food items to Machinists Hall



IAMAW LOCAL LODGE 774 OFFICERS

Brian Alexander	President	E B O A R D	Eric Rourk	Trustee
Kurt Holtz	Vice President		Teressa Peart	Trustee
Sharon Jones	Recording Secretary		Joe Harris	Trustee/Educator
Judy Pierce	Secretary/Treasurer		Scott Gardner	C.S./Communicator

CONTACTS

District Lodge 70 Office: 316-522-1591	Pawnee/1st Shift Plant Chair Charlie Cowell: 515-4108
LL774 Webpage: WWW.LL774.ORG	Pawnee/2nd Shift Plant Chair Rick Dutcher: 515-4214
Email: communicator@d70iam.org	East/1st Shift Plant Chair Robert Hunt: 515-6345
W7/1st Shift Plant Chair Russell Allen: 316-517-6901	East/2nd Shift Plant Chair Lonnie Cox: 316-252-7709
W7/2nd Shift Plant Chair Kelly Cleaton: 316-517-6455	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.

Visit our Facebook @ **WWW.FACEBOOK.COM/ICT774.**

Membership meetings are the third Saturday of each month @ 10 AM.

IT'S ABOUT OUR FUTURE!

AEROSPACE



Jobs - Security - Prosperity

**CONTRACT EXPIRES
SEPTEMBER 20, 2020**

