



141

MESSENGER

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WINTER 2009



Happy New Year



Official Publication of District 141, International Association of Machinists and Aerospace Workers

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MEMBER HEROS

'Wrestling does a body good'

"Body slams and body aches do a body good, and it's for a good cause," says Dennis Spencer about his favorite sport. Spencer, a US Airways Fleet Service (Ramp Service) worker, and safety committee head, works in Philadelphia, Pennsylvania. He's a founding member of the FSW — Freestyle Wrestling. Those three letters originally stood for Fleet Service Wrestlers, but the name changed, along with the sport, to reflect its wider audience.

Spencer and the FSW are drawn to good causes. Spencer started by helping illness-stricken workers and grieving families. FSW began as a series of sports benefits, including golf, hockey, softball, and baseball tournaments.

"We were brainstorming about future games that would work as fundraisers when Mike Nusspickel and I hit upon wrestling," says Spencer. Nusspickel is also a US Airways Fleet Service worker in Philadelphia. The two struggled to book professional wrestlers for charity events, and finances were low.

"So we decided to create our own characters," Spencer says. With that, the FSW was born.

On February 10, 2002, the FSW had its first fundraising event. The beneficiary, the "From the Heart Foundation," was then headed by Bob Havens, a US Airways Fleet Service worker in Philadelphia. Recent beneficiaries include the Roxbury Little League and the Ron Stiffler family. Until Ron Stiffler's death from complications arising from an on the job injury at US Airways, he was a wrestler and a Fleet Service worker. Since the FSW's beginning in 2002, it has raised more than twenty eight thousand dollars for those in need.

What started with a few Members of District 141 helping others has grown into a financially self-sustaining organization, boasting its own FSW Arena. The size of FSW matches vary, sometimes reaching 450 spectators. FSW keeps admission prices low. Adults pay \$10; Kids pay \$5, and toddlers under age five get in free.

The wrestling events are family oriented and suited for young kids. Choreography and language is squeaky clean. Wrestlers welcome the kids backstage to autograph wristbands, kneepads, and souvenirs. "The kids really get into the fun," says Spencer. "Parents say their kids even want to get action figures of FSW characters," he adds.

The wrestling cast, made up of District 141 Members, pictured on this page, include the "Predator," the "Fashion Assassin," and the "F.B.I." (Full Blown Irishmen), a duo portrayed by Joe Lonker and Bill Wilson. Both Lonker and Wilson are Fleet Service workers for US Airways in Philadelphia. The cast also features "Johnny Blaze" Mellow, and the villainous Marvin "Hollywood" Hodges. Recently retired "Nasty John Needham" is still a favorite with the kids. Holding the FSW title of world champ is the flamboyant, "Sensation."

Follow upcoming Freestyle Wrestling events, or make contributions, by visiting www.freestylewrestling.com.



ORGANIZING

AirTran, Delta positioned for new NMB election rules

The Machinists' Union is well-positioned on AirTran and Delta property to protect and further the interests of fleet and passenger service groups (ramp and customer service) on both properties. "We have continued to strengthen and increase our organizing committees at both airlines," says Tim Nelson, 141 Organizing Director.

The National Mediation Board (NMB) proposal calls for a rule change that would end its practice of counting eligible voters who do not cast a ballot as voting against unionization. The NMB proposal has broad Congressional support.

On the House side, Congressman James Oberstar (D-MN) and George Miller (D-CA) led 178 Democrats in sending the NMB a letter of support. "We believe such an election system is inappropriate for any industry," wrote the House Democrats. "The process is all the more flawed in a setting where voter rolls include significant numbers of furloughed employees who are not in regular communication with other voters."

Thirteen House Republicans sent the NMB their own letter of support, stating "We believe the Board is granted broad discretion in setting its election policies and procedures as reinforced by the Supreme Court, and is free to amend its Representation Manual as it has done throughout its history. We believe it is a fundamental matter of fairness for workers governed by the Railway Labor Act to have the same opportunity to determine the question of representation through the same democratic method practiced in other industries and throughout our society."

Dozens of United States Senators also agree with the Machinists Union that now is the time to ensure workers have a fair chance to express their true feelings in union representation elections.

"Requiring affirmative votes of an absolute majority of eligible employees in order to recognize a union treats rail and aviation workers differently than employees covered by the National Labor Relations Act and U.S. citizens voting for government officials," wrote the Senators. "We strongly believe that the same democratic process that governs other elections - requiring a simple majority of those who cast a ballot - should be extended to workers covered by the Railway Labor Act... Aviation and rail workers should not be subject to a different and more onerous process when deciding whether to choose union representation. We strongly encourage the NMB to use its broad discretion in setting its election policies to amend its election procedures to allow a majority of those voting to choose union representation."

Imagine. A fair, up or down vote for union representation, for the first time, is within reach.

PRESIDENT

'Change'— journey, not destination

2008 was the year for change. Our country saw its most historical Presidential election bring a change that most thought, and some hoped, would never happen — our first African-American President. President Obama's call for change throughout his campaign struck a chord with a majority of voters in 2008. Continuing on the same road wasn't working anymore.

Similarly, Members of 141 responded to the call for change. A large majority of Members felt the direction of our Union had to change and Members replaced much of the entrenched leadership.

2009 was the year of change morphing into action.

The promise of the election had to be put into action. Real modifications had to be made. District 141 began to seriously look at every aspect of our Union to determine what programs and processes needed adjustment. We approached our first year in office with the belief that we needed to lead our Union in a new direction, not just the opposite direction of those that were in control before us.

We told our Members we would focus on three critical areas of District 141 — communication, organizing, and representation. We believe we have made significant improvements in all three during the past year and are working towards strengthening them in 2010.

Our communications program was the first priority of District 141.

When we first took office we determined that the old forms of communicating used by District 141 were inferior, inefficient, and unproductive. Real information was not being exchanged between the leadership of the Union and the Members of the Union.

We looked for an immediate improvement. However, we did not rely on our own personal opinions of what was needed, we asked Members to tell us what forms of communication they were most comfortable with and made our adjustments based on the opinion of Members.

Our survey showed that face-to-face communications was the overwhelming choice of Members. The next most favored forms were the newer electronic methods of e-mail, web, and text.

Our focus became those communication streams and over the past year we have designed and redesigned our website to keep it meaningful, accessible, and attractive to our members. We have found that this dynamic form of communication must be modified continually to keep it relevant and we intend to keep changing the site as technologies and design opportunities evolve.

We also began using video messaging this year. This is a

new experience for most of us and still needs refinement but the response we have received from Members convinces us that this is another modern form of communication our Union needs to use.

We have used iam141.org in a much more functional way than in the past. We no longer consider it an electronic bulletin board just used for the posting of required notices. We use it instead as our primary source of information exchange.

As an example, during weeks of active negotiations with United Airlines we have posted brief recaps of the week. We believe this is working based on the immediate response of Members when a new update is not available.

In conjunction with these updates, we have established an email messaging system that sends information directly to Members. We now use iam141.org to allow our Members to talk to us. We have created a section within our site that encourages Members to ask questions about our Union, our contracts, and any other aspect of the Union and receive a quick and personal response.

The most favored communication, as Members have noted, is face-to-face discussion. To that end, District 141 focuses on increased visibility of leadership in our Members work areas. We realize that forced changes in the work lives of our Members makes attendance at Union meetings difficult. So we emphasize bringing our information directly to our Members.

All Officers of District 141 have increased their station visits from previous years and have held much more meaningful discussions with Members. The information, questions, and opinions of our Members is then shared among all the District representatives through regularly scheduled conference calls. This has not only allowed our Assistant General Chairmen to coordinate positions and arguments for grievances, but has also been helpful to our Negotiating Team.

2009 is a year of enormous change at District 141 Organizing. Unlike the policy of the past, in which our Organizing team was used to assist other established campaigns, we are now on a program in which we identify and actively organize groups within the airline industry ourselves. While we still stand ready to help other campaigns, such as Northwest/Delta, our activities within smaller groups, developed and implemented by Organizing Director, Tim Nelson, have proven to be the direction in which we need to go.

The focus of District 141 has returned to putting the Members first, in everything we do. Putting Members first is no longer a goal, but instead it's a requirement. This has taken several different forms in the past year.

The first opportunity for leaders of District 141 to demonstrate our commitment to Members came immediately. By action of the Grand Lodge Convention, a very sizeable dues increase was imposed at the beginning of 2009. This increase also generated a salary increase for all officers of the IAM. The Executive Board of District 141 unanimously agreed to forego any wage increase and returned the money to our International for use in increasing representation of our Members.

We were the only group within the IAM to do that.

We again were faced with the same issue at the end of 2009 and again every representative of District 141 voted to freeze their salaries for 2010. Our position is that our first priority is to improve the wage levels of our Members through negotiations.

Focus on our Members shapes other actions of District 141, throughout the year. We were the first Union at United Airlines to see the potential benefit of A:14 Bonuses. This monthly cash incentive, based on verifiable data showing the success of our Members' hard work every day, generates real benefits for individuals. The A:14 program has made payments to United Members in nine of the eleven months of this year, in a much more meaningful way than previous success sharing plans ever did.

Amid last year's turmoil in the airline industry, we continue to fight for secure jobs. The decisions of airlines we work with to downsize their operations in order to survive and compete spotlights the need for a change in our approach to job security.

The old method, using the grievance procedure to address job loss and insecurity, needed to change. District 141 began an aggressive program to challenge decisions, at all our carriers, to outsource our work. While US Airways remains reluctant to engage, United Airlines is jointly developing a process for District 141 to compete against outside vendors for additional work. That process forms the basis upon which we were able to reach an agreement with United to save hundreds of jobs related to the United Express operation. While the agreement included the establishment of a new dependability point system, there were no changes to wage rates or benefit levels. The stabilization of the UAX operation in Chicago is allowing District 141 to examine additional ways to secure our jobs.

The best example of our Members-first focus has been the successful completion of negotiations on Hawaiian Airlines.

The District 141 Negotiating Team was successful in bringing back a progressive agreement that stops the concession slide we have experienced for so long and provides real improvements in the critical areas of wages and benefits. While the ultimate decision of acceptance of this agreement is in the hands of the Hawaiian membership, we see hope for the future for working people as a result of this agreement.

Upon his election, President Obama said "This victory is not the change we seek. It is only the chance for us to make that change." The Executive Board of District 141 felt the same way as we began 2009. We believe we have begun to make the real changes, those that needed to be made. We know our work is not done. We look forward to 2010, knowing there will be both challenges and opportunities.

District 141 wishes you and your family the best the Holiday season can bring, with health, prosperity, and peace.

— Rich Delaney

OPINION

The high cost of low price



by Ann Clifford,
Vice President, Local 1782



I'm lucky I don't live near Walmart.

I'd be there every day, with a picket sign. Some time ago, I vowed never to shop at Walmart, as long as it rakes in billion dollar profits, compensates its CEO at more than 31 million dollars, and treats employees and contract labor like slaves.

Walmart, the largest private employer in the United States with some 1.4 million employees, is the number one importer of products made in China to the United States. The working conditions of Chinese employees is a happy New Year's story we'll get to in a minute.

Uninsured — 775,000 employees at Walmart, more than half of its work force, have no health insurance. Imagine the stress this imposes on local emergency rooms and on welfare.

Underinsured — To be fair, the retail behemoth does offer an insurance program. The trouble is that Walmart workers either can't afford it or do not qualify. Waiting periods are long. A full time employee must wait 180 days to qualify. Part-timers fare worse. A "peak time" worker, the Walmart euphemism for part-time, must wait *two years* before qualifying.

For-Profit Health Care — A full time employee purchasing family health coverage would have to spend \$2–4 of a ten dollar per hour income on premiums and deductibles. Even with that, immunization and infant wellness care —to name just two important items— are not covered. With \$1,000 deductibles, it's easy to see why workers at the nation's largest employer take a rain check on health care.

Violations — Lunch break is provided by law, right? An internal audit at Walmart in 2000 revealed 60,767 missed breaks and 15,705 lost meal times. That was in just one week.

All Locked Up — Acting like a modern day Triangle

Shirtwaist Factory, Walmart appears to lock in night shift employees. They simply cannot leave until the store is opened the following morning. Is that safety hazard déjà vu?

Union Busting, Walmart Style — Employees in Quebec, Canada voted for collective bargaining with the corporate giant. Walmart responded by closing its doors in Quebec. The Quebec labor board found that Walmart had improperly shuttered the store, in reprisal against union workers. The board ordered those workers be compensated.

Later, a single department voted for a union. Walmart's meat department wanted union representation. Miffed by the board's earlier ruling, Walmart lawyers by now had hatched a strategy. Walmart announced the closing of all Walmart meat departments, in every store, the very next week.

Manager's Toolbox — This actually exists. The "toolbox" provides managers with lists of warning signs that employees' may be trying to unionize. To subvert this union treachery, Walmart managers hold frequent meetings at employees homes. They investigate employees who talk to or associate with new people at work. Walmart even went so far as handing out anti-union bumper stickers to employees. Those who did not display the stickers were questioned.

The high cost of treating workers right — A \$1 per hour wage increase for workers would set Walmart shoppers back by a half cent per dollar. So that \$2 made-in-China gem would skyrocket to \$2.01. It's absurd to think that Walmart would treat its employees so badly for half cent on the dollar.

Back to China — More than 80% of Walmart's suppliers are based in China. That's represents a ton of middle class industrial jobs that have been shifted offshore to China. Good for them, right?

EAP ADVICE

Prepare for worst, hope for best

These are troubling and uncertain times in the world. With the U.S. economy at risk (along with our 401(k) retirement savings), rising unemployment, and IAM workers at United Airlines in contract negotiations with the Company, many of our members worry about job security. Whether it be a station closing, reduction in staff, strike action, or other workplace disruption, forethought and preparation can help ease the stress and strain. Even in prosperous times it's important to prepare for rainy days.

The best way to get ready is to create an emergency fund. Start small and save what you can. Over time, contributions to the fund should cover three to six months of living expenses.

If you are caught unprepared, or do not have sufficient income to build an emergency fund, here are some tips to help you manage expenses if there is a sudden loss of income:

1. Take stock of all living expenses and available cash. Determine where you can borrow funds if needed. Home equity loans or borrowing from retirement accounts are two avenues available. The Credit Union may be an option. Line up credit now to carry you through until the paycheck starts again.
2. Look for any kind of temporary employment to help make ends meet.
3. Notify your bank or whoever holds a mortgage on your property and try to work out a payment reduction plan without adversely affecting your credit score.
4. If you rent, contact your landlord. If you are unable to pay the rent, ask for a postponement or grace period.5. Notify all utilities (phone, gas, electric, water, cable, etc.) of your situation and try to work out an arrangement for reduced payments.
6. Notify all other creditors (automobile, furniture, department store, etc.) and let them know about your financial situation.
7. If income loss is due to a strike, let all of your creditors know you are on strike and ask for a moratorium on payments until the strike is settled.
8. Refill all prescriptions before the paycheck stops.
9. Call the Community Services Hotline (Dial 211) for referrals or listings of community based assistance. Also, talk with your local EAP coordinator. He or she may also have contact with local community resources that can help.

Sudden loss of income is usually a temporary situation. Consider these tips as temporary fixes until you return to full employment.

Family Values — Jobs that once fueled a decent lifestyle in America now are performed in Chinese sweat shops. Children as young as twelve work at a Walmart supplier in Guangzhou. The National Labor Committee reported in 2008 that Walmart's Chinese workers receive two-thirds the legal minimum wage. Walmart's outsourced workers frequently put in 95 hours per week. They involuntarily work for months without a day off. Walmart's Guangzhou workers suffer routine exposure to dangerous chemicals and also are prone to skin sores and rashes.

The Guangzhou plant makes holiday ornaments for Walmart. Merry Christmas, Happy Hanukkah, and Happy Eid ul-Adha.

Walmart likes to talk about its "inspection program" for its slave shops. What they are less apt to mention is that barely over a quarter of these visits are unannounced to factory owners. For the remaining 74% of announced inspections, factories have ample opportunity to clean up.

Unannounced visits do have a precedent. Target, a leading competitor, holds 100% unannounced inspections to its suppliers factories in China.

Paper or plastic? — Leave it to Walmart to give that question a twisted new meaning. Walmart workers used to get a regular pay check with no fees attached. Walmart's recent conversion to direct payroll deposit at first sounds benign. But for employees who cannot obtain a checking account, because of debt or other credit issues, Walmart uses plastic, in the form of a First Data Corporation MasterCard. First Data generously allows the first ATM transaction each pay period at no charge, but subsequent transactions each cost \$2. Even checking an account balance costs workers two bucks.

But I belong to a union — Okay, so Walmart is creepy, but why should I care? Well, in my home state of California, Walmart has 70,412 employees as of 2006. State tax payers, including me, spend \$86 million annually on Walmart employees. That's how much it costs to adjust for poverty wages and inadequate and unaffordable health care. Of that \$86 million, \$32 million goes to cover health care. The remainder goes for public benefits, including food stamps and school lunches.

California is not alone.

In Tennessee, one in every four Walmart employees relies on Tennessee Health Insurance. In Georgia, one out of every four Walmart employees has a child in the state's Peachcare health program.

The high cost of low prices — Good paying American jobs performed by child slave labor and for-profit health care that shifts the private sector burden of health care coverage into the public sector. "Live Better, Save Money" — the obsession of buying junk we don't need at prices we can't live without.

There has to be a different way to be a consumer in America today.



60TH CONVENTION

Members said ...

- **Michael Marino**, General Chair, Local 845, LAS, US Airways — "We appreciated everything that's been done by the communications department of District 141."
- **Nathan Gushi**, Local 1932, LAX, US Airways — "Great Convention, the staff did a great job, everyone got a lot of important work done and I want to thank the District."
- **Paul Schodrow**, Local 1886, DEN — "First time delegate, great experience, and educational"
- **Chris Lenzi**, Local 2559, PHX, US Airways — "Great convention. I'd like to thank the District for everything they've done for us"
- **Harden Viers**, Local 2444, RDU, USAirways — "The Convention was more organized than any of the past conventions. It's good to see the Brothers and Sisters all pulling together."
- **Jacki Thomas**, Local 1776, PHL, US Airways — "Very informative. I'm on the EAP committee and we got a lot of issues resolved from last year. Everything was met, thanks to the District."
- **Vicki Williams**, Local 1487, ORD, United — "This year's convention was informative. I learned a lot and met great union people!"
- **Dave Roderick**, Local 1487, ORD, US Airways — "For the 60th convention everything was well done and all the committees had their act together. It was really informational."
- **Shareese Croft**, Local 1487, ORD, United — "This was my first convention. I was nervous, yet surprised by a wonderful learning event."
- **Mike Cyscon**, Local 1487, ORD, United — "Convention was outstanding. Everyone did a great job. The best one yet."
- **Michael Finn**, S-T, Local 1487, ORD, United — "To the entire 141 E-board, thank you. A thanks to the financial committee for the fine work you did in achieving all the goals we set for you last year."
- **Darby Watanuki**, Local 1979, HNL, United — "The convention was very good, and my thanks to the district."
- **Frank Bussey**, Maintenance Instructor Committee person, Local 1781, SFO — "My first convention. Well done. I learned a lot."
- **Sherryne Cummings**, Local 1932, LAX — "It was an honor and a privilege. I had the pleasure of being on the *Foundation on Safety & Health*. I'm glad our leadership honored our requests ... It's the follow through that's important, and I see a sincere effort in making it happen."
- **Greg Bodrog**, Local 1044, PIT — "This was the best convention I have been to — ever — from the District 141. It was exciting, it was invigorating, and why we are here to learn and organize. I was glad I had the chance to come serve."
- **Randa Davis**, Local 141, DTW, United — "It was a wonderful, very informative convention. I feel motivated and rejuvenated by uniting with the Members, and I can go back with the information we received from the guest speakers."
- **Dan Cohrs**, Local 1826, OMA — "A very good week to energize us, to move forward, and set up plans for direction for the District to take."



TREASURER

Notice of elections

December 2009

To: All Presidents, Financial Officers and Recording Secretaries affiliated with District Lodge 141

Dear Sisters and Brothers,

In compliance with the provisions of the District Lodge 141 Bylaws, Article VIII, Section 6. This circular is calling for endorsements for nominees for the following respective offices.

- | | |
|---|--------------------|
| ■ Vice-President-West | Four (4) year term |
| ■ Two (2) Vice Presidents At-Large | Four (4) year term |
| ■ One (1) Trustee | Four (4) year term |
| ■ Ten (10) Assistant General Chairpersons | Four (4) year term |

Local Lodges in the first regular meeting in the month of February 2010, by a plurality vote of those voting to make one (1) nomination each for the offices for which elections are to be held. If necessary, runoff election for Local Lodge nominations shall be held at the first regular meeting in the month of March 2010.

Within five (5) days after the close of the nomination meeting, the Recording Secretary of the Local Lodge shall forward to the Secretary-Treasurer of the District Lodge, by express mail, a correct list of all endorsements upon the forms provided with this letter.

All endorsements for nominations in order to be tabulated must bear a postmark of not later than five (5) days after the close of the nomination meeting.

Any Local Lodge failing to submit the required number for the above office(s) above will forfeit all nominations for specific office so affected.

The District Lodge Secretary-Treasurer shall immediately tabulate nomination returns and furnish each Local Lodge and nominee a copy.

The District Secretary-Treasurer shall immediately upon tabulating the endorsements, notify all nominees of the results of this tabulation by express mail. After receiving this notification, the nominees shall advise the District Secretary-Treasurer not later than the second Friday of April, by express mail, of their acceptance or rejection of the nomination. If no communication is received, the proper assumption shall be that the nominee declines to accept the nomination. Any nominee receiving endorsements from four (4) Local Lodges or more and accepting the nomination shall be a bona fide candidate and have their name placed upon the ballot. The District Secretary-Treasurer shall immediately notify all nominees, whose names shall appear on the ballot.

No nominee may be a candidate for more than one (1) office.

Election of Officers of District Lodge 141 shall be held in the first meeting of each Local Lodge in June 2010.

It is critical for everyone to review the Constitution of the International Association of Machinists and Aerospace Workers and the Bylaws of District Lodge 141 to ensure compliance.

Enclosed is a form to be filled out by the Local Lodge Recording Secretary and returned as soon as possible to the District Lodge.

Shop bulletins posting will be the responsibility of each Local Lodge.

If you have any questions, please contact this office or your District Lodge 141 Representative.

Fraternally yours,

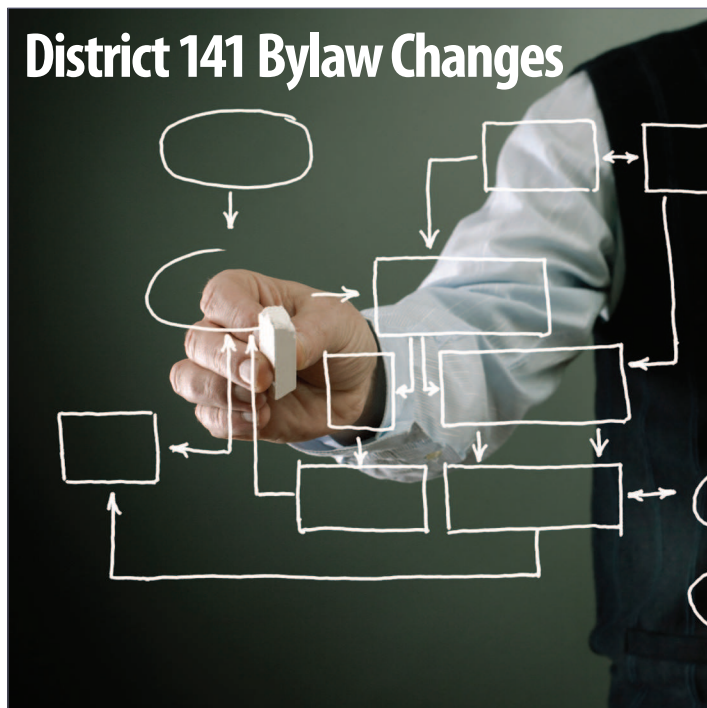
David Atkinson,

Secretary-Treasurer, District Lodge 141

720.203.1275 Cell

REFERENDUM

District 141 Bylaw Changes



Subject:
Proposal #1, and Proposal #2,
District Lodge 141 Referendum Election

Dear Sisters and Brothers,

In accordance with the provisions of District 141 Bylaws, the referendum vote will be at the first or only monthly Local Lodge meeting in the month of March, 2010.

All Local Lodge Recording Secretaries affiliated with District Lodge 141 will receive ballots and instructions.

Members now have an opportunity to finish the process of changing District 141 Bylaws.

If the Members vote down the changes, the proposals die and the process stops. If the Members pass the proposals, then the proposals move on to the Grand Lodge for final approval. The Grand Lodge will review and assure the proposals do not conflict with the law or with IAM Constitution.

Delegates to the 60th District 141 Convention unanimously adopted the following Bylaws for your consideration.

I know there have been many misrepresentations of these changes. Please review carefully before making any decision.

Fraternally Yours,

David E. Atkinson

Secretary-Treasurer

Proposal #1

Article IX – Duties of Officers

CURRENT BYLAW LANGUAGE

Currently, there is no bylaw language.

PROPOSED NEW BYLAW LANGUAGE

Article IX – Duties of Officers, Section 4. , (C)

“The Trustees will receive \$150.00 per month as salary. In addition, they will be compensated for legitimate District Lodge Expenses.”

EXPLANATION OF PROPOSAL #1

District 141 is governed by the IAMAW Constitution, District 141 Bylaws, General, and Financial Policy. District 141 has been paying trustees under the Financial Policy ever since the trustees have been on the executive board. Financial office records show this has been true for at least ten (10) years.

The Financial Policy, which is provided to delegates at every convention, says, “Trustee duties are as prescribed in the Bylaws. Each trustee will receive a monthly salary of \$150 per month. The trustee will submit a quarterly report to the Executive Board.”

The Bylaw Committee support this change because they believe all salaries of elected officers should be in the District 141 Bylaws.

Proposal #2

Article IX – Duties of Officers, Section 4. (a)

CURRENT BYLAW LANGUAGE

“The Vice President East, Vice President West, Vice President at-Large, and Vice President Hawaiian Area will receive \$75.00 per month as salary except when on full time District Lodge salary. Then they shall receive Assistant General Chairman’s salary. In addition, they will be compensated for legitimate District Lodge expenses.”

PROPOSED NEW BYLAW LANGUAGE

Article IX – Duties of Officers, Section 4. , (a)

“The Vice President East, Vice President West, Vice President at Large and Vice President Hawaiian Area will receive \$200.00 per month as salary except when on full time District Lodge salary. Then they shall receive sixty percent of the Assistant General Chairman’s salary. In addition, they will be compensated for legitimate District Lodge expenses.”

EXPLANATION PROPOSAL #2:

The Bylaw Committee supported this change as a cost effective way to get more AGC representation in the field, with a forty percent *reduction* in pay. For the last ten years, the salary was 100% of AGC pay. This proposal *lowers* the pay to 60%. The Vice President would get paid either the flat rate of \$200, or 60% of the AGC rate, but not both.

ELECTIONS

Absentee ballot mailing addresses

LOCAL 75 Kathleen Domzalski, 4710 Boncrest Dr., East Williamsville, NY 14221

LOCAL 0141 Larry M. Webb, Rec. Secretary, 9335 Middlebelt Rd, Romulus, MI 48128

LOCAL 0368 Frank Fiorentino, Rec. Secretary, 4200 SW 95th Ave., Davie, FL 33328

LOCAL 0561 Geraldine Burke, 4829 NE 79th St., Kansas City, MO 64119

LOCAL 0601 Susan Reilly, 8141 Schoon St., #201 Anchorage, AK 99518

LOCAL 0731 Recording Secretary, 277 Tallulah Ave., Jacksonville, FL 32208

LOCAL 0804 Recording Secretary, Wm. Cates, 3444 Ebenezer Rd., Cincinnati, OH 45248

LOCAL 0845 Peter Ostheimer, 1055 Whitney Ranch Rd., Ste. 240, Henderson, NV 89014

LOCAL 0846 Gemma Martin, P.O. Box 8736, Baltimore, MD 21240

LOCAL 0914 Gabriela (Bill) Imbembá, P.O. Box 163, Winkatunk, NJ 07765

LOCAL 0949 Kimberly Baldwin, 3355 Delta Dr., St. Ann, MO 63044

LOCAL 1018 Ann Card, Recording Secretary, 18 Skating Pond Rd., Trumbull, CT 06611

LOCAL 1044 James Shannon, 330 Backbone Rd., Clinton, PA 15026

LOCAL 1287 Malisa Latu, Recording Secretary, 2261 S. Redwood Rd., Ste 8, WVC, UT 84119

LOCAL 1322 Recording Secretary, 133-40 131st Street, New York, NY

LOCAL 1351 Recording Secretary, P.O. Box 69447, Seattle, WA 98168

LOCAL 1445 Joe Krasko Rec. Sec. 15 Leighton Lane Manchester, NJ 08759

LOCAL 1487 Recording Secretary, P.O. Box 2650, Des Plaines, IL 60018

LOCAL 1635 Nancy Jakubzak, 315 Pine SE, Albuquerque, NM 87106

LOCAL 1725 Recording Secretary,, 3100C Piper Lane, Charlotte, NC 28208

LOCAL 1726 Dominic Nese, Frank Celona Bldg., 830 Saratoga St., E.Boston, MA 02128

LOCAL 1731 Recording Secretary, P.O Box 81560, Cleveland, OH 44181

LOCAL 1759 Recording Secretary 1037 Sterling Rd. Herdon, VA 20170

LOCAL 1776 C.A.O'Brien, Recording Secretary, 251 Jansen Ave. Essington, PA 19029

LOCAL 1781 Recording Secretary, P.O. Box 1764, Burlingame, CA 94011-1764

LOCAL 1782 Recording Secretary, LL 1782, P.O. Box 281617, San Francisco, CA 94128

LOCAL 1826 Dean Gaul, 910 E. 1st Ave., Indianola, IA 50125

LOCAL 1833 Recording Secretary, 9152 Old Cedar Ave. #200, Bloomington, MN 55425

LOCAL 1885 Recording Secretary, Pat Czerwionka, 13254 SE 124th, Clackamas, OR 97015

LOCAL 1886 Recording Secretary, P.O. Box 5446, Denver, CO 80217

LOCAL 1904 Todd Hetzel, W1495 6580 Spring Lane, Muskego, WI 53150

LOCAL 1905 Recording Secretary, P.O.Box 20188, New Orleans, LA 70141

LOCAL 1932 Susan Cole, 12109 Hawthorne Blvd., Hawthorne, CA 90250

LOCAL 1979 Recording Secretary, 1934 Hau St. Honolulu, HI 96819

LOCAL 2198 Recording Secretary, P.O. Box 34543, Houston, TX 77234

LOCAL 2208 Recording Secretary, P.O. Box 189, Bedford, TX 76095

LOCAL 2210 Recording Secretary, LL 2210, 9502 Computer Dr. Ste.239, SanAntonio, TX 78229

LOCAL 2294 Recording Secretary, 2346 S. Lynhurst Dr. Suite B, Indianapolis, IN 46241

LOCAL 2319 Recording Secretary,, P.O Box 1116, Oldsmar, FL 34677

LOCAL 2334 Members Put Into LL 804

LOCAL 2444 Richard Hoover, 454 E. Mommouth St., Winston Salem, NC 27127

LOCAL 2508 Recording Secretary, LL 2508, P.O.Box 622075, Orlando, FL 32862

LOCAL 2559 Recording Secretary, LL 2559, 415 W. Southern Ave. Ste. 103, Tempe, AZ 85282

LOCAL 2665 Recording Secretary, Midfield Local Lodge, 805 S. Glynn St. Ste. 127-343, Fayetteville, GA 30214

LOCAL 2725 Recording Secretary, P.O. Box 1799, Rio Grande, PR 00745

LOCAL 2765 Recording Secretary, 5150 Kenny Mesa Rd., San Diego, CA 92111

LOCAL 2909 Recording Secretary, P.O. Box 950051, Oklahoma City, OK 73195

Absentee ballot request form

I request an absentee ballot for

_____ Election.

Please mail to me at the following address.

Must be filled out completely to be accepted. Please print.

Name _____

Street Address _____ City _____ State _____ Zip _____

(No post office box accepted)

Company _____ File No. _____ Dept. _____

Because:

- | | |
|--|---|
| <input type="checkbox"/> I reside more than 25 miles from the designated polling place | <input type="checkbox"/> I will be on vacation |
| <input type="checkbox"/> I am confined due to a verified illness | <input type="checkbox"/> I will be on an employer travel assignment |
| <input type="checkbox"/> I will be on official IAM business | <input type="checkbox"/> I will be on military leave |
| <input type="checkbox"/> I will be on family leave | |

Signature _____

(Must be signed)

ELECTIONS

Voting places

LOCAL LODGE 75	June 17	6AM – PM	LOCAL LODGE 1759	June 1	7AM – 4PM
CWA, 3775 Genesee St., Buffalo, NY 14225			1037 Sterling Rd., Herndon, VA 20170		
LOCAL LODGE 0141	June 2	7AM – 12PM	LOCAL LODGE 1776	June 1	7AM – 4PM
9335 Middlebelt Rd., Romulus, MI 48174			251 Jansen Ave., Essington, PA 19029		
LOCAL LODGE 0368	June 9	10AM – 8PM	LOCAL LODGE 1781	June 9	6AM – 5PM
Tiger Tail Lake Center, 580 Gulf Stream Way, Dania Beach, FL 33004			1511 Rollins Rd., Burlingame, CA 94010		
LOCAL LODGE 0561	June 24	10AM – End of Meeting	LOCAL LODGE 1782	June 2	7AM – 6PM
Airport Hilton, Kansas City, MO 64152			1511 Rollins Rd., Burlingame, CA 94010		
LOCAL LODGE 0601	June 15	To Be Announced	LOCAL LODGE 1826	June 1	8AM – 7PM
8141 Schoon St., #201, Anchorage, AK 99518			5418 S. 27th Street, Omaha, NE 68107		
LOCAL LODGE 0731	June 8	9AM – 12PM / 2PM – 7PM	LOCAL LODGE 1833	June 11	7AM – 11:59PM
277 Tallulah Ave., Jacksonville, FL 32208			Eagles Club Post #3209, 9152 Old Cedar Ave., Bloomington, MN 55425		
LOCAL LODGE 0804	June 21	11AM – 8PM	LOCAL LODGE 1885	June 15	10AM – 6PM
Shimmers, 1939 Dixie Hwy., Fort Wright, KY 41011			3645 S.E. 32nd Ave., Portland, OR 97238		
LOCAL LODGE 0845	June 3	7AM – 7PM	LOCAL LODGE 1886	June 2	5AM – 5PM
Postal Workers Union, 2620 E. Sunset, Ste. A, Las Vegas, NV 89120			5621 Bowen Ct., Commerce City, CO 80022		
LOCAL LODGE 0846	June 29	8AM – 5PM	LOCAL LODGE 1904	June 9	3PM – 6PM
Cargo Bldg. F, Suite 1400, 1001 Aviation Blvd, Linthicum, MD 21090			1804 15th Ave., South Milwaukee, WI 53172		
LOCAL LODGE 0914	June 16	8:30AM – 5:30PM	LOCAL LODGE 1905	June 16	7PM
Days Hotel, 450 Rte. 129, South Newark, NJ 07114			To Be Decided		
LOCAL LODGE 0949	June 8	9AM – 5PM	LOCAL LODGE 1932	June 1	8AM – 8PM
12365 St. Charles Rd., Bridgeton, MO 63044			12109 Hawthorne Blvd., Hawthorne, CA 90250		
LOCAL LODGE 1018	June 24	10AM – 6PM	LOCAL LODGE 1979	June 14	7AM – 7PM
Cassidy's, 75–02 31st Ave., Jackson Heights, NY 11370			1934 Hau Street, Honolulu, HI 96819		
LOCAL LODGE 1044	June 10	6AM – 6PM	LOCAL LODGE 2198	June 3	7AM – 7PM
Carpenters Building, 650 Ridge Rd., Ste 102, Pittsburg, PA 15205			8118 Park Place, Houston, TX 77017		
LOCAL LODGE 1245			LOCAL LODGE 2208	June 9	7AM – 8PM
Members Put Into LL1979			Super 8 Hotel, 250 E. Hwy 114, Grapevine, TX 76051		
LOCAL LODGE 1287	June 3	8AM – 3PM	LOCAL LODGE 2210	June 9	8AM_8PM
2261 So. Redwood Rd., Ste 8, WVC, UT 84119			9502 Computer Dr., Ste. #210, San Antonio, TX 78229		
LOCAL LODGE 1322	June 1	7AM – 6PM	LOCAL LODGE 2294	June 1	Varies As Needed
133–40 131st Street, New York, NY			2346 S. Lynhurst Dr., Suite B, Indianapolis, IN 46241		
LOCAL LODGE 1351	June 8	6AM – 6PM	LOCAL LODGE 2319	15TH	7AM – 9PM
13735 24th Ave., South Seatac, WA 98168			Comfort Inn Hotel, 4732 N. Dale Mabry Blvd., Tampa, FL		
LOCAL LODGE 1445	June 28	7AM – 5PM	LOCAL LODGE 2334		
Days Inn Hotel, 450 US Route 1, South Newark, NJ 07114			Members Put Into LL1979		
LOCAL LODGE 1487	June 1	6AM – 6PM	LOCAL LODGE 2444	June 12	8AM – 4PM
World Air Capital Lodge, 50 West Oakton St., Des Plaines, IL 60018			454 E. Mommouth St., Winston Salem, NC 27127		
LOCAL LODGE 1635	June 11	7AM – 5PM	LOCAL LODGE 2508	June 1	7AM – 7PM
315 Pine SE, Albuquerque, NM 87106			Carpenters Union Hall, 4700 Distribution Ct., Orlando, FL 32822		
LOCAL LODGE 1725	June 10	6AM – 6PM	LOCAL LODGE 2559	June 8	7AM – 6:30 PM
3100C Piper Lane, Charlotte, NC 28208			Best Western Airport Inn, 2425 So. 24th St. Phoenix, AZ 85034		
LOCAL LODGE 1726	June 8	6AM – 6PM	LOCAL LODGE 2665	June 10	9AM – 4PM
Frank Celona Bldg., 830 Saratoga St. East Boston, MA 02128			Midfield Local Lodge, 1007 Virginia Ave., Suite 230, Hapeville, GA 30354		
LOCAL LODGE 1731	June 2	9AM – 5PM	LOCAL LODGE 2725	June 8	7AM – 7PM
669 Rocky River Dr., Berea, OH 44017			Loiza Valley, Canovanas, PR		
			LOCAL LODGE 2765	June 22	7AM – 5PM
			Machinists Building, 5150 Kenny Mesa Rd., San Diego, CA 92111		
			LOCAL LODGE 2909	June 4	4PM – 7PM
			Metro Technology Center, 5600 S. MacArthur Blvd., Oklahoma, OK 73179		

REMEMBER

Recent retirees

United Airlines

Abrasevic,	Mirjana	ORDCG	22 Yrs 7 Mos
Allseits Bloor,	Ursula A.	LAXCS	10 Yrs 2 Mos
Alves,	Elizabeth D.	PHXOZ	22 Yrs 6 Mos
Balitaan,	Francisco	ORDCG	10 Yrs 2 Mos
Beltz,	Teresa A.	SANCS	10 Yrs 4 Mos
Blacke,	Terry E.	DENCG	13 Yrs 0 Mos
Coles,	Frederick A.	LASOZ	10 Yrs 2 Mos
Coughlin,	Genevieve V.	STLOZ	15 Yrs 7 Mos
Cox-Harrell,	Sheila Y.	MCOOZ	31 Yrs 2 Mos
Davey,	Bruce Charles	DENTK	20 Yrs 3 Mos
De Weese,	Hugh L.	SLCCG	40 Yrs 6 Mos
Densford,	Michael	ORDCG	41 Yrs 4 Mos
Dunkley,	Doris	IADCS	10 Yrs 8 Mos
Eng,	Derrick G.	LAXCS	12 Yrs 9 Mos
Escobar,	Yolanda N.	ORDCS	19 Yrs 4 Mos
Findlay,	Errol	ALBOZ	12 Yrs 6 Mos
Hane,	James G.	MCOCG	35 Yrs 4 Mos
Heithaus,	Philip J.	IADCS	10 Yrs 3 Mos
Holmboe,	Cindy Z.	SFOCS	24 Yrs 8 Mos
Hurn,	Theodore C.	SEACG	26 Yrs 2 Mos
Infelise,	Cathy M.	ORDCG	34 Yrs 11 Mos
Janeczek,	James L.	ORDCG	35 Yrs 3 Mos
Kato,	Sisifa	CHIRR	31 Yrs 3 Mos
Kenney,	Ginger G.	ATLCS	31 Yrs 2 Mos
Klee,	Edward L.	ORDJL	41 Yrs 5 Mos
Kohler,	Janie M.	ORDCG	17 Yrs 3 Mos
Lavoie,	Beth A.	LIHOZ	25 Yrs 3 Mos
Leslie,	Barbara E.	DTWRR	10 Yrs 10 Mos
Lum,	Arnold K.	HNLCS	31 Yrs 9 Mos
Mackie,	Thomas L.	DENCG	10 Yrs 7 Mos
Mc Garry,	Sharon E.	DTWRR	32 Yrs 1 Mos
Meserole,	John C.	EWRCG	21 Yrs 10 Mos
Milner,	Lorenzo	ORDCG	10 Yrs 5 Mos
Nakazawa,	Shin	SFOCS	12 Yrs 5 Mos
Newell Jr,	Richard C.	ORDCG	32 Yrs 5 Mos
Ogliore,	Frances	CHIRR	20 Yrs 2 Mos
Palmer,	Debora S.	DTWRR	25 Yrs 2 Mos
Palmer,	Melissa L.	DENCG	25 Yrs 3 Mos
Payne,	Kenneth E.	ORDCG	42 Yrs 5 Mos
Perez,	Carlos E.	MCOOZ	17 Yrs 1 Mos
Pulsipher,	Christy A.	IADOZ	13 Yrs 1 Mos
Quinones,	Jose N.	MCOCG	41 Yrs 4 Mos
Raye	William	ONTOZ	24 Yrs 10 Mos
Rieth,	Jill Debora	IADCS	10 Yrs 3 Mos
Rosen,	Carole L.	ONTOZ	30 Yrs 7 Mos
Sodhi,	Darshan	ORDOZ	10 Yrs 2 Mos
Swartz,	Reid W.	PHLOZ	39 Yrs 2 Mos
Taylor,	Derman	DENCG	12 Yrs 10 Mos
Thompson,	Dianne C.	ORDCS	36 Yrs 6 Mos
Tillman,	Allen D.	DFWOZ	11 Yrs 1 Mos
Ulloa Curcio,	Patricia M.	HNLCS	25 Yrs 3 Mos
Vanderhorst,	Robert H.	CLECG	14 Yrs 7 Mos
Weathers,	Margie A.	CHIRR	22 Yrs 5 Mos

Woods,	Carol L.	MCOOZ	40 Yrs 0 Mos
Wright,	Lauren R.	HNLRR	29 Yrs 4 Mos
Zack,	Gregory B.	LAXCS	30 Yrs 6 Mos

US Airways Retirees

Augustyn, Bruce M.	09/30/09	Chase, Keith P.	11/23/09
Compton, Donald L.	10/11/09	Debartolo, Saverio	08/20/09
Elton, Kenneth R.	08/03/09	Frazier, Mark	07/26/09
Fritz, Raymond V. Jr.	07/31/09	Griffin, Thomas Jr.	07/17/09
Hewitt Hill, Karen S.	10/27/09	Huggins, William J.	10/30/09
Jerzak, John S.	09/23/09	Macklin, Alvin L.	08/18/09
Marano, Thomas W. Jr.	07/30/09	Mariner, Thomas L.	07/05/09
Melenchick, John A.	07/30/09	Nuval, Robert L.	07/12/09
Paliani, Henry C.	08/05/09	Patalano, John Jr.	11/16/09
Reecamper, Oliver W.	09/30/09	Rodriguez, Elizabeth	10/04/09
Sapp, Leonard E. Jr.	09/30/09	Wolf, Diane L.	08/21/09
Woodring, Thomas M.	10/11/09	Wyberg, Kevin J.	11/25/09

Obituaries

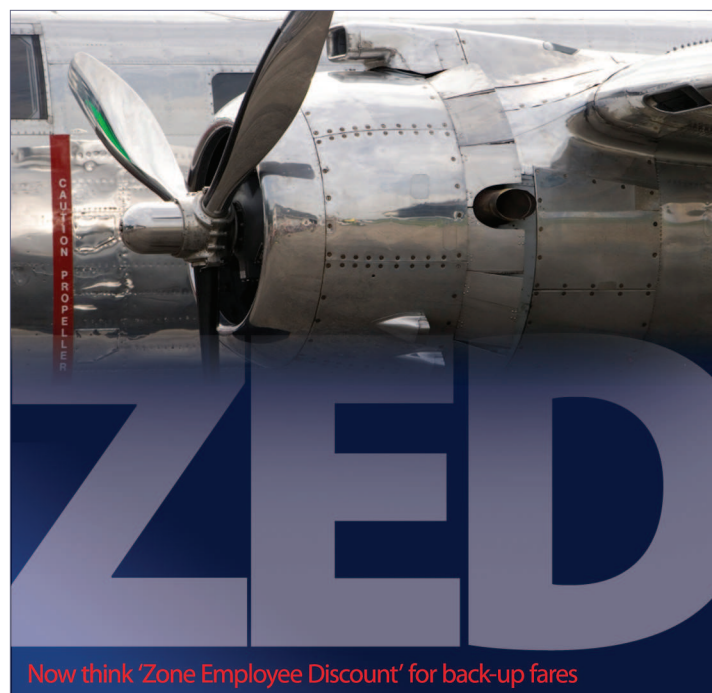
United Airlines

Adams,	Vonda K.		DENCS	08/25/09
Allen,	Booker T.	retiree	LAXCG	07/22/09
Arriola,	Moises P.		SFOCG	06/18/09
Barrett,	Robert W.	retiree	LAXCS	08/14/09
Bell,	John B.	retiree	PHLFF	08/30/09
Bendele,	Danny W.		INDAF	06/19/09
Bixhorn,	Patricia A.	retiree	IADR	07/14/09
Bluiett,	Evelyn	retiree	LAXJL	07/04/09
Bolton,	Leonard P.	retiree	EWRCG	07/22/09
Boresh,	Jack G.	retiree	CLETR	08/06/09
Brady,	Gerald W.	retiree	DENCG	08/22/09
Brooks,	Linda L.		CHIRR	06/28/09
Brown,	Blaine D.	retiree	SEAJL	07/10/09
Brown,	John G.	retiree	SFOCE	07/16/09
Buecher,	Merle M.	retiree	DENRR	06/13/09
Buenaflor,	Joan T.	retiree	PHLCS	06/14/09
Carrillo,	Nikki		CHIRR	06/19/09
Clayton,	Ronald F.	retiree	ATLCG	06/30/09
Cook Jr,	Philip G.	retiree	SEACS	06/04/09
Crotty,	Rona M.	retiree	IADRR	08/27/09
Cummings Jr,	Edwin K.	retiree	LAXCG	07/08/09
Dalke,	Jerry R.	retiree	ORDFF	08/25/09
Di Maso,	Frank	retiree	ORDCS	08/06/09
Eichers,	Dorothy A.	retiree	NYCRR	06/23/09
Follings,	George W.	retiree	SEACS	08/02/09
Gilbert,	Diane L.	retiree	LAXRR	07/03/09
Gonzales	Joseph R.	retiree	ORDCG	04/12/09
Gordon,	Charles W.		DENCG	08/04/09
Hall,	William H.	retiree	ORDCS	05/17/09
Hanaoka,	Eric K.		HNLCS	08/30/09
Haynes,	Catherine O.		LGACS	06/18/09
Herring,	Hal L.		DENCG	08/06/09
Hubbs,	Daniel O.		PITCG	08/08/09
Hubner,	Larry D.	retiree	DENTK	04/07/09
Hunter,	Cleveland R.	retiree	LAXCS	07/09/09
Ichihashi,	Colleen R.	retiree	SEARR	06/26/09

Jacobs,	Arthur F.	retiree	LAXFF	07/03/09
Johnson,	Eugene E.	retiree	DENGQ	06/09/09
Jones,	Wayne J.	retiree	LGAHH	07/17/09
Kear,	James A.	retiree	DENCG	06/12/09
Kim,	Peter K. W.	retiree	SFOJJ	08/21/09
Kitching,	June I.	retiree	SFOJJ	06/25/09
Lancor,	Kurt M.		ORDCG	07/01/09
Leinweber,	Karen L.	retiree	SEACG	07/03/09
Madsen,	Ronald A.	retiree	ORDCS	06/11/09
Maley,	Joseph L.	retiree	TPACG	07/11/09
Manning,	Vernon J.	retiree	ORDFF	06/02/09
Manson,	Charles H.	retiree	IADCG	07/20/09
Markham,	Francis W.	retiree	HNLCS	08/04/09
Martin,	Samuel L.	retiree	FLLCG	07/10/09
Mastenbrook,	Warren	retiree	GRROZ	08/18/09
Mc Crary,	James A. D.	retiree	LAXCG	06/07/09
Mc Neill,	Matthew R.	retiree	MCOCG	08/29/09
Melnick Jr,	Paul	retiree	ORDCG	08/13/09
Miller,	Donna J.		ORDCG	07/15/09
Miller,	Floyd A.	retiree	GRROZ	07/11/09
Mondou,	Glenn R.	retiree	SEACS	07/13/09
Moore,	Alstork E.	retiree	IADCG	07/24/09
Ness,	Agnes T.	retiree	SEAHH	06/21/09
Newton,	John T.		CHIRR	07/21/09
Nichols,	Richard L.	retiree	LGBOZ	03/24/09
O Brien,	Donald W.	retiree	MSPCG	08/31/09
Ohumukini,	Victor K.	retiree	HNLHH	06/22/09
Olmstead,	Gerald D.	retiree	ORDFF	07/17/09
Peloso,	Vincent	retiree	EWRCG	06/10/09
Perruzzi O'Dell,	Gloria	retiree	DENCS	07/14/09
Petry,	Marjorie E.	retiree	CAKOZ	07/13/09
Potts,	Arthur C.	retiree	IADRR	07/23/09
Presnell,	Marlene M.	retiree	DTWRR	08/06/09
Racataian,	Peter J.	retiree	LAXCS	07/06/09
Rae,	Gary K.	retiree	DENCG	07/24/09
Reinhard,	Edward P.	retiree	OAKOZ	07/21/09
Rodriguez,	Fernando	retiree	FLLCG	08/31/09
Ross,	Dorothy M.	retiree	DENRR	06/23/09
Santoro,	Joseph	retiree	ORDFF	07/26/09
Schuster,	Margret	retiree	JFKHH	06/12/09
Seegraeber,	Theresa E.	retiree	CHIRR	07/20/09
Sites,	Rose M.		EWROZ	06/11/09
Sloane,	Sandra H.	retiree	LAXRR	07/20/09
Smith,	Gail S.	retiree	IADRR	07/30/09
Stowell,	Randolph V.	retiree	RNOOZ	07/14/09
Thompson,	James L.	retiree	MLIOZ	08/13/09
Vana,	Henry P.	retiree	ORDCG	06/09/09
Villaflor,	Roberto L.		ORDCG	06/08/09
Weinberg,	Irwin	retiree	NYCRR	06/18/09
Weingart,	Bruce	retiree	DFWOZ	07/22/09
Winter,	Duane S.	retiree	DTWCG	06/12/09
Yunck,	Richard T.	retiree	DENTK	08/26/09
Zito,	Denise E.	retiree	ABQOZ	07/05/09

US Airways Obituaries

Gwinn,	Gary E.	retiree	07/20/09
Muse,	Joseph		08/17/09
Hagner,	Thomas C.		09/21/09



Now think 'Zone Employee Discount' for back-up fares

RETIREE SPOT

Fly with a zed head

You already know that back up travel plans are smart, especially when flights are chronically overbooked.

But did you know that Retirees as well as active Members are eligible for Zone Employee Discount (ZED) fares on many carriers? Compared to ID90 fares, ZED fares may save you as much as 70%.

Protect those pearly whites

Here's a deal that especially benefits Retirees whose dental cobra has expired.

The Dental Discounts Program, available as part of Union Plus (www.unionplus.org), offers Member discounts on dental care, vision care, prescription drugs, diabetic supplies, foot and ankle care and hearing care — at participating health care providers.

With more than 5 million customers and growing, the Union Plus program provider, Careington International, was among the first companies to offer discount dental plans and is a founding member of the Consumer Health Alliance (CHA), a trade group that promotes fair and ethical business practices within the discount health care industry. CHA members work with regulators to adopt industry standards for consumer protection and program integrity.

Phone: Call 1-877-570-4845 (M-F, 9:30 am - 6:30 pm ET). Before you make the call, Union Plus advises that you have the birth dates of any family members you plan to sign-up.

DISTRICT 141 MEMBERS' QUARTERLY NEWSLETTER

MESSENGER

WWW.IAM141.ORG/JOIN

ADDRESS CORRECTION REQUESTED

IAMAW AIR TRANSPORT LODGE 141
1771 COMMERCE DRIVE, SUITE 103
ELK GROVE VILLAGE, IL 60007

USPS
000-993

INSIDE

141 MESSENGER

WINTER 2009

Election information

Convention photos

MAILING LABEL

ADDRESS ONE

ADDRESS TWO

CITY, STATE, ZIP

What's new, what's old

Sort it out, with email updates from District 141

iam141.org/join

