



# Northern Light



*Wishing you and your family  
a wonderful holiday season and a  
healthy and peaceful New Year.*



### **From the Executive Board, Directors and Administrative Staff of District 143.**

Stephen M. Gordon - Steve K. Dunn - Gerald F. Bernson - Sharon Caldwell - Jerry Cross  
Ruth Dorsty - Sammy Ellis - Jackie Fay - Bill Holloway - Paul N. Longden - Nan Otto  
J Scott Peterson - Richard Suarez - Vickie Cheek - Stephen Kostora - Keven Heffernan  
Candice Hendrickson - Bea Knott - Tracy McKean - Gary Mobley - Dominic Nese  
Kiana Peacock - Diane Tomevi - Larry Webb - Wayne Childress - Ray Painter  
Joseph Pascarella - Clay Parraghi - Lisa Stager - Michael Rachfal - Al Wojcik

Jan Tami Nancy Barb Andy Debbie

## **Alaska Airlines Update**

### **Ratification Tours Completed**

Both the COPS and RSSA IAM negotiating teams have completed their respective voting across the Alaska System. The ballots have been counted and the vote certified on December 16 and 17, 2009.

General Chair Jackie Fay and I accompanied the negotiators to as many locations as possible. We wish to thank both of the IAM negotiating teams for their hard work day in and day out. Special thanks also to the local union stewards, members and the various managers who assisted in accommodating the voters. We appreciate your help and hospitality.

As the RSSA group has accepted the two-year Company extension offer. The Company is now working to see if the 2008 PBP check can be issued this year rather than in 2010. This may ease the tax burden for some RSSA members. No guarantees; please plan accordingly.

### **Company Watercooler**

The Company's information network, Watercooler, sure did help "get out the vote!" As did the Company letter sent to the member's home, and the various managers who put out statements of their own or talked to members at work. This daily Company interference created quite a buzz of confusion, controversy and questions as to why the Company wanted this so badly? The voting sessions were most lively. Voter participation was up! Workers came in from home on their days off and traveled to other locations, if necessary, to vote.

The Company and Union have both had their say. Now the members will have the last word.

As Forrest Gump might say... "Credibility is as credibility does."

### **Frugality Fatigue**

Doctors are now diagnosing some unplanned spending as a new disease called "frugality fatigue" (FF). As with any ill-

ness, there are degrees of sickness. As one is forced to save every penny to survive, it seems when FF occurs, one might splurge on a fancy cup of coffee or one might buy a silver-plated coffee maker. This fatigue varies from person to person.

Whatever emotions you are experiencing this holiday season, take a moment to enjoy the passenger in front of you. They may be a lonely soldier going to foreign soil or returning from battle wounded. They may be a terrified unaccompanied minor or elderly person. Even though they may not show it as they struggle to pay the baggage fees or board quickly, our passengers need and appreciate every one of your kindnesses. We are all in this travel season together. Whatever you might be feeling, remember this, fatigue is real—Work safely. You, every one of you, also need to be home for the holidays.

Best to you and yours during this holiday season. Get ready for 2010!—*General Chair Nan Otto*

### **Isolation**

This is what we were told to look for when Home Agents went home to work. Isolation is now being felt by some agents. Examples: Self-worth is being diminished by not having face-to-face conversations or interactions with fellow employees and friends at work. You finish your shift and open your door to your life—when before, on the ride home, you were able to debrief and have a moment to yourself prior to meeting the demands of your family life.

When experiencing family loss or difficulties, you are suffering alone without the support of your co-workers who have been your support system prior to going home. These are just a few examples. The holiday season can increase these feelings, so if you see another employee struggling, please help them by giving them the "LIFEWORKS" phone number, (888) 456-1324, and take a moment to talk to them.

Wishing everyone a safe and happy holiday season.—*General Chair Jackie Fay*



## Northwest Airlines Update

### Holiday Wishes

Happy Holidays to all of you and your families! A Special "Shout Out" to all of our external and internal organizers. Thank you for your sacrifices of time and energy in 2009 so that 2010 will be a phenomenal year of victory for all of us.—*General Chair Sharon Caldwell*

It's that time of year when we reflect on what we've all been through this past year. It has been a busy, stressful year for all of us with many changes—learning new computer systems, procedures and policies, making new friends with our fellow Delta employees, and saying farewell to longtime friends. I want to thank all the committees and shop stewards who have all worked so hard this past year in trying to keep it all together. I want to wish you all a happy and safe holiday.—*General Chair Ruth Dorsty*

I would like to use the space provided in this communication to just say "HAPPY HOLIDAYS" to everyone. Of course, a big THANK YOU to all of the committee members who assisted me with investigations and grievances. You have made my job easier because of your dedication and perseverance in resolving issues at the local level. This has enabled me to focus more on getting a message to our friends at pre-merger Delta. May everyone find candy and fruit in your Christmas stocking. Please drive safely through the holidays and have a HAPPY NEW YEAR.—*General Chair Sam Ellis*

I would like to personally say "Thank You" to all the members in my assigned area as well as the Chief Stewards and Stewards for their hard work in enforcing the collective bargaining agreements. In 2010, together we will continue to work together to uphold the contract rights of all our members. I wish all of you a Happy Holiday Season and Happy New Year.—*General Chair Paul N. Longden*

I would like to wish everyone a happy, healthy and prosperous 2010. I'd also like to take this opportunity to thank everyone in my 'turf'—my committees and stewards—for their efforts this past year. And to all those reps that became organizers this year—a special thank you. You are all the best!—*General Chair J Scott Peterson*



**You're On The Right Track—We're On The Right Track** As a result, much has been said, but it's all been verbal! Ask yourself, why are these plans for action for "what's going to happen" when the SOC is granted always vocal and unwritten? Ask yourself, why are none of these threats ever in writing or on DeltaNet?

*Hysteria is widespread across the system. Delta managers have produced anxiety and worry over what will happen when Delta is granted a Single Operating Certificate. Please know, your contract IS and WILL continue to be in effect after the certificate is issued by the FAA. Don't allow these cheap, despicable and shameful campaign tactics to blur and distort our mission—to continue IAM representation on the Delta Air Lines property. When the SOC is issued, we will address any action taken which violates the Collective Bargaining Agreement, your contract. Until then, protect your jobs by reporting any and all violations to your union representatives immediately.*

Best wishes for a safe and joyous Holiday Season to you and your loved ones.—*General Chair Richard Suarez*

### Members Turn Out To Vote!

It was a cold, rainy winter day, but that didn't stop the members of Local Lodge 141 in DTW. They lined up out the door and down the sidewalk to vote. As a current member of the Board in DTW, I couldn't be more proud of our members. This, without a doubt, shows the Company that we mean business; and when the time comes for a representation election, I'm confident the showing will be ever greater.—*Trustee Stephen Kostora*

### Where Is The respect?

Here is an excerpt of Manager Bill Green's email about his return to IND: "Guys, effective November 16, 2009 (no doubt another day that will live in infamy), I will be back in IND. Those of you who took the opportunity to not copy me in on your shift/flight delay reports, please start again copying me in. Also, just so no poor ESE goes into shock that day, please start enforcing the safety cones and chock procedure outlined in the GOM and the IND ESE Expectations."

It is a sad day for the ESEs in IND when Mr. Green returns that he shows no respect and degrades them by calling them "poor ESEs" and makes reference to "another day that will live in infamy." His insults or ridicule does not belong in the work place and should be offensive to any employee of Delta Airlines or any IAM member.

These comments should not be tolerated; and for his position as a manager, it just shows you the contempt that he has for the ESEs in IND who do their job, day-in and day-out, in an exemplary manner. Mr. Green surely does not deserve the respect of the employees in IND given his comments. Everyone should be made aware in case Mr. Green happens to be assigned to your station.—*Sr. General Chair Gerald F. Bernson*



## Air Wisconsin Update

**Grievance Update** On December 2, 2009, District 143 held 3rd Step Grievance Hearings at the Company headquarters in Appleton, WI. 25 grievances were presented with argument to the Company. The bulk of grievances being filed, as of late, are for discipline or termination for attendance. Everyone should be cognizant of the Company Attendance Policy. Every PSA has the ability to view the Company Attendance Policy on the Air Wisconsin Portal. Attendance must be administered equally among all employees. The Union has been successful in resolving grievances when proof is shown that some employees are held to the letter of the attendance policy while others have been held to a lesser standard.

**IAD Station Stewards** On October 28, 2009, in conjunction with Local Lodge 2575 and District 143, 18 IAD stewards attended steward training geared towards IAD issues, grievance writing, collective bargaining language, as well as review of the Company's Rules of Conduct, Attendance Policy and Work Performance Policy. Local Lodge 2575 and District 143 have committed to work together in 2010 to schedule a training class for stewards at our other locations.

**Fraudulent Ticketing** Our members need to be aware that all of us are being scrutinized on the job by the carriers we handle for ground handling and customer service. These audit and security departments are very sophisticated and are looking for any improper waiving of ticketing rules, change fees, add collects, change of departure/arrival cities, upgrades, baggage fees, missing funds/property, fees collected but not processed, invalid issue of travel credit vouchers to non passengers. Ticketing rules and upgrades apply to YOU, family members and friends as well. Our members provide quality service for the carriers we handle, but all our members should never forget..."DON'T PUT YOUR LIVELIHOOD ON THE LINE."



## Great Lakes Aviation Update

National Mediation Board-mediated negotiations continue into 2010. Now that we have come down to the last remaining contract articles that pertain to money, we have requested the financials from Great Lakes. In review of the DOT Essential Air Service contracts with the Federal Government, Great Lakes Aviation services 44 EAS communities and receives government funding representing 41.46% of the DOT current EAS subsidy covering the lower 48 states.

I would like to thank IAM Great Lakes Negotiator Shane Andera for his hard work and commitment in representing our members in negotiations.—*General Chair Paul N. Longden*

**DON'T FORGET, DECEMBER IS THE MONTH TO RENEW YOUR RECALL PAPERWORK!**

Wishing all of you a safe, healthy and happy holiday season.—*General Chair Jerry Cross*