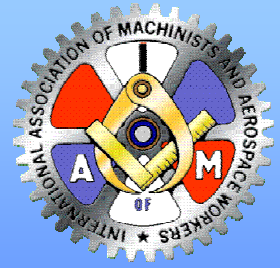


# LL839 Machinists Matters



3917 E MacArthur Rd.  
Wichita, KS. 67210

A Publication for "The Fighting Machinists" Representing the Workers of Spirit AeroSystems

Vol.4 Number 4

www.ll839.org

www.goiam.org

December 2010



## President's Corner December 2010

By Kathy Petersen

*So this is Christmas,  
And what have you done?  
Another year over,  
And a new one just begun.*

- John Lennon

What *have* you done? What *have* we as a union done? It has been a busy and challenging year for our members at Local Lodge 839. We ratified a historic 10-year agreement with Spirit AeroSystems; one that provides job stability and allows Wichita to be more competitive when Spirit bids on new work. Our Collective Bargaining Agreement allows flexibility in moving workers from one program that is experiencing production delays to another program that needs help. This flexibility is one way to avoid layoffs due to changes in customer demand.

This has been a tough year for many U.S. workers – unemployment is at a record high, and more and more companies are looking at moving jobs to nonunion states or out of the country altogether. Many companies will use the excuse that they have to move in order to cut labor costs – giving the impression that they would have to fold if they didn't cut wages. While we all know companies are in business to make money, when the quest for higher profits takes precedence over workers' safety, well being and ability to make a decent living, then there is something definitely wrong with that.

To cite just one example out of hundreds: The *New York Daily News* reported on November 28, 2010, fashion designer Donna Karan just had her most profitable season ever. How did she celebrate? By axing her office cleaning company, Celestial Cleaning Services, whose workers were represented by Local 32BJ, and replacing them with a nonunion company. In doing so, the hourly wages were cut from \$21.70 – the standard hourly salary for cleaning workers in New York – to \$9.00. To make matters worse, Karan's new cleaning company, Planned Building Service, has a history of violating federal labor law. Celestial Cleaning Services had worked for Karan for 10 years, and

no mention was made that Karan was unsatisfied with the quality of their work – apparently she was just looking for a way to improve her company's bottom line.

The gap between rich and poor in America continues to widen. It truly is frightening to see how the middle class is being squeezed – the cost of living continues to rise, wages and benefits are being frozen or cut, and workplace safety issues are conveniently overlooked. All the while, Wall Street CEOs and bank presidents are receiving bonuses for screwing up the economy. Not since the 1920s have inequality of income and wealth been as great as they are now.

What can we do about it? How can we stop it? We need to face facts and look at what is happening in this country. We have to stop the badmouthing of unions by the knuckleheads who only care about putting another dollar in their own pockets and

*continued on pg 2*



## What is HPWO?

By Cliff Nicks

HPWO is an employee engagement program negotiated by the Union and Company. With HPWO the Union and shop employees decide who will "partner" with the shop manager, unlike the team leader who is selected by management. Notice the word partner; he is an equal partner to the manager with the same authority except for discipline of employees. He attends the same meetings and is involved in all aspects of shop business.

Employees develop a "work Group" from which they select a "work group leader". Together they decide what time and how often to hold work group meetings and also what responsibilities they want to take on in the daily running of the shop. Management does not attend work group meetings unless the shop feels they need their help in a project and invites them. In our meetings we discuss the best ways to handle daily shop activities and work out any problems that have come up. Through HPWO training, the shop was given the knowledge and tools needed to make smart business decisions. In a HPWO environment, the manager has a

*continued on pg 3*

## In Plant Rep's Report

### David's Report

By David Eagle

I want to wish everyone Merry Christmas and a Happy New Year. Be safe and enjoy your Union negotiated paid holidays. I have 9 terminations, 5 suspensions and 13 complaints I am working. Most of the terminations are for attendance. Suspensions are for misuse of company time and computer usage. Again I hope everyone enjoys their time off to be with family and friends. To relax and have just

### HoJo's Report

By Howard "HoJo" Johnson

I hope the Holiday Season finds you well. I have 2 terminations, 1 suspension, and 9 complaints at my level. They range from job classifications to shift preference, to overtime, discipline. I am working to get resolution for each one of these.

If you have a Question, please call 524 - 1090.

### Becky's Report

By Becky Ledbetter

One year is almost behind us and I hope these holidays find everyone well. I want to thank all of our Union Brothers and Sisters for doing such a great job out there on the Mexico Aerospace Conference. It was scheduled twice this past year to be in Wichita and both times we managed to shut it down! That is incredible. Seattle was scheduled to have a Mexico Aerospace Conference there this coming week and thanks to the efforts of our Brothers and Sisters in the Great Northwest it was cancelled also. We have got to keep these good jobs here! Please this Holiday remember our Brothers and Sisters at Hawker and Cessna that have been laid off and will continue to be laid off thanks to Mexico. I currently have 5 grievances at my level. They include 1 termination, 2 disciplines, and 2 job classifications. As always call or email if you have any questions. 522 - 1591 or email [bledbetter@d70iam.org](mailto:bledbetter@d70iam.org). Have a Safe and Happy Holiday.

*president's corner continued from page 1*

don't give a damn about what they are doing to America or to your family.

Every American should be able to make a decent living - be able to buy a house, a car, and feed, clothe and educate their kids. If companies continue to value the almighty dollar at the expense of their workforce, then the middle class is done for.

I am not going to repeat in this column the benefits unions have achieved for workers over the years. You already know the good things unions have accomplished. What I am going to tell you is if you value your current lifestyle - if you appreciate the fact you are making a good salary and you have good benefits - and if you believe your children and all hardworking, honest Americans deserve the same, then I am asking you to stand up for unions. When you hear someone spouting off about how we don't need unions any more, speak up. When your co-workers don't see any reason why they should join the union, tell them why. If you have an opportunity to talk to a politician (at any level), ask them what they are going to do to help the American workers. If we just roll over and let the anti-union propagandists spread their lies about unions, then America's middle class will cease to exist.

Unions matter now more than ever. We have to stay strong and we have to look outward at the challenges facing America today. We can help solve those problems if we will stand up and let everyone know that we are proud to be union. I want to thank all of you who are Local Lodge 839 members for your loyalty and your strength. I urge you to continue to stand tall.

### Meet The New Machinists Matters Editor



At this time, we are introducing Jarrod Lehman as our new Local Lodge newsletter editor. Jarrod is a 2<sup>nd</sup> shift Shop Steward in IPB-4 over shop 318N. In addition to his shop Steward duties, Jarrod currently serves as the Co-Chairperson for the Organizing Committee, and Co-Chairperson for the MNPL Committee. His duties as our new editor will include writing and editing articles, conducting interviews and getting the paper ready for printing each month. Accomplishing all of that each month will be a real challenge; one that Jarrod is eager to undertake. He will need our help in getting articles to print. If you have an article you would like to submit, please send it to Jarrod at [jlehman@ll839.org](mailto:jlehman@ll839.org)

Brother Lehman has attended Newsletter Editor training at the William W. Winpisinger Education and Technology Center. Jarrod joined Spirit AeroSystems in October of 2007 and immediately became an active union member.

Jarrod enjoys boating and water sports and is an avid Kansas City Chiefs fan.

Jarrod and his wife, Ashton reside in Andover, Ks

*HPWO continued from pg 1*

different role as a guide or aide to the shop rather than a dictator telling them what job needs worked and who will be doing it.

We've always been told that the workers in the shop doing the job are the process experts. HPWO gives you the opportunity to prove that and make valued business decisions and process improvements. ***Probably the greatest thing about HPWO is that it is truly run by the shop employees.*** Responsibilities and decisions made by the work group are not set in stone and can never be changed. Changes to almost any aspect of HPWO can be done through the work group as they feel the need for change. As the shop members become more engaged, HPWO can accommodate that growth and change with them.

When starting HPWO in our shop, we had numerous jobs that gave us quality and schedule issues. Working within our work groups, we were able to work most of these problems that had plagued us for years. HPWO also played a key role in our shop obtaining a NADCAP Weld Certification. This is a huge step in becoming a globally recognized aerospace weld assembly supplier. Not all of our projects are about problems, but also process improvements. Several process improvements also affect and help other shops outside of ours. In such projects we would invite those affected whether it is a customer or supplier, to our work group meetings. Together we were able to come up with better solutions and improvements to help all parties involved. One of the key aspects of HPWO is that everyone's ideas and opinions are important and valued. There are no "stupid" ideas or suggestions and that by everyone bringing something to the table we find better solutions to projects and problems.

We are looking forward to the implementation of HPWO in other areas across this company. We see its value and benefits every day. HPWO is currently in shop 328F. 328F is a unique shop that has combined a weld, tube, wire harness, decal/print shop and functional test area together. This has taken four separate shops and united them under one manager and Product Line Partner. Something that is probably not reasonable to do unless each area has a good understanding of how to run their business. HPWO has given us that very thing.

If you have any questions or would like more information about HPWO, contact your local Union representative.



## AFL-CIO President Richard Trumka Talks Taxes



Two years ago, working Americans had high hopes that we would ultimately emerge from the deep, punishing financial debacle with a sharp focus on a fundamentally stronger, fairer and more balanced economy. Today, that vision has dimmed.

The tax cut deal rewards Republican obstructionism by giving the wealthy the tax breaks they demanded. It throws away precious resources needed for investments in jobs and our economy on upper income tax cuts that will do very little to propel economic growth—setting up excuses for the deficit hypocrites to argue for even more cuts to programs serving working families. It lards the tax cuts for the top 2 percent with an indefensible cut in the estate tax—giving yet another bonus to the super-rich. Taken together, this package locks in the growing income inequality that has plagued our country for at least another two years—and quite possibly much longer.

It is unconscionable that the price of support for struggling middle class families and workers who have been unable to find jobs for months and months and months is yet more giveaways for our country's wealthiest families. Millions of jobless workers have lived in fear for months while Senate Republicans had the gall to use their hardships as political leverage for the benefit of the rich.

The gains for the middle class and jobless workers in the deal come at too high a price.

The issue we face today is not the lack of power or opportunity. The question we have to answer is this: How do we use our power to escape caving in to Wall Street and moneyed interests? And how do we create the millions of jobs we need now and move toward a future of broadly shared prosperity?

*If you would like to learn more, please log on to [www.goiam.org](http://www.goiam.org).*

*If you would like to write to your Senator and tell them to never put millionaire tax cuts ahead of the unemployed again. Please log on to [www.ll839.org](http://www.ll839.org), and go to the right side of the page and type your zip code in the box provided labeled "Write Your Legislator."*

## Mark's Report

By Mark Love

On behalf of myself and Mike Burleigh, we as well as the entire staff at District 70 wish you a safe and happy Union Negotiated Holiday.

## Local Lodge 839 Relief Committee Guidelines

By Larry Stafford, Relief Committee Chairman

For all of the members who do not know, your Local has a Relief Committee and we meet every month. This committee is established per the IAM Constitution and guidelines have been in place for a number of years. The Committee is made up of 3 to 5 members who provide some help for the sick or injured membership.

We meet at 3:45 PM on the Tuesday of each month prior to the regular monthly union meeting. At that time we consider any member's applications for help. At the present time we have not had many applications for assistance. We hope to see this article create an awareness of what we do and why we do it.

The guidelines are as follows:

1. The applicant must be a member of Local Lodge 839 and in good standing with current dues or out-of-work stamps.
2. The applicant must not be working.
3. The applicant must be off work for a period of at least thirty (30) days.
4. The maximum benefit is three hundred dollars (\$300.00) per application period.
5. No benefits will be issued for consecutive months.
6. The applicant's family status will be a determining factor, i.e. a.) Married with dependents, b.) Single with no

dependents, c.) Spouse working or not... etc.

7. The maximum monthly expenditure by the Relief Committee is six hundred dollars (\$600.00).

8. The Committee will meet on the Tuesday of each month prior to the regular monthly business meeting.

Applications for assistance can be picked up during office hours at the Local. If you are incapacitated, a spouse, your Union Steward or friend can pick one up for you. It needs to be filled out and returned in a timely manner so that the committee has it for consideration at their monthly meeting.

All disbursements to the applicants are in the form of Dillon's vouchers. We do not provide cash or checks. This was never intended to be used as a means for total help, but to give some assistance for a family who is experiencing some financial hardship.

The IAM Relief Committee also handles all of the "Pass the Hat" requests. These applications can also be picked up at the Local during business hours. These requests can be made by the applicant, family or co-workers and are to be returned to the office before the committee's monthly meeting so the recipient can be contacted. The application is then turned over to the Executive Board and they make the ruling if a collection is taken up at the next business meeting.

If anyone would like to help with this committee or any of the standing committees,

please leave your name and contact number at the Local and someone will return your call.



*These were the Veterans in attendance on November 13th. Each gave their name, years of service and branch of military they served in. Photo taken by Stan Chapman*



## Honoring our Local's Heroes

By Kathy Petersen

Each year at the November Local Lodge meeting, the membership honors our Veterans. The Women's Committee decorates tables and provides each Veteran with a lapel pin to honor their service to our country and to our Local Lodge. This year the Veterans were asked to come to the front of the room and share their name and the branch of the military that they served in and anything else they wanted the members to know. More than one of the men pointed to the correlation between belonging to the union and belonging to a military unit. The sense of

brotherhood, solidarity, service to the community and generally "having each other's backs" were some of the characteristics shared between the two organizations. The membership would like to express our gratitude to each and every one of our military men and women for their selfless contribution in defending our flag, our freedom and our country.

*Note: If you are a Veteran and were unable to attend November's meeting, please stop by the Local Lodge and pick up a lapel pin.*

## United Way Victory Luncheon

By Larry Stafford

The United Way Victory luncheon was held on November 19<sup>th</sup> at Century II. This is the time and place that United Way of the Plains lets everyone know if their goal was reached and to thank all of the business, funds and individuals for their contributions.



Photos by Randy Allen / Spirit AeroSystems

Dave Freeman was the MC of this event and informed the 900 plus in attendance that the theme this year was "It takes two" to "Make it better, one person at a time."

The Butler County Community College Headliners opened and closed the show after the total was announced. Pat Hanrahan, president of the United Way of the plains, was proud to announce the goal of 2010 was 15 million dollars and \$15, 050, 755.00 was pledged. This money will benefit 86 programs and 35 nonprofit organizations in our community. This is badly needed because the requests are greater this year with all of the local layoffs.

The local aviation companies and their community funds play a big part in this pledge drive. Cessna and its community fund pledged \$1.23 million and Hawker Beechcraft and its community fund pledged \$1.1 million. Spirit AeroSystems and the Good Neighbor Fund

presented a check for \$2.35 million of which \$400 thousand was from the company and \$1.95 million was from the employees. Local 839 members who helped present the check on stage were Craig Dunbar, Greg Treadwell and Larry Stafford from the Community Service Community Committee and Ernie Gonzales from the Good Neighbor Fund Board of Directors.

We all want to thank each and everyone of the employees who are a part of the Good Neighbor Fund who give generously to help the less fortunate in our community. If you are not a member, please consider joining.



## Community Service November and December Basket

By Stan Chapman

We are doing a two month basket, for November and December. While attending the monthly meeting you can buy a ticket to win. The monthly meeting is for every member to participate in, you find out what is going on and get your chance to ask questions and enter drawings for a basket at every meeting all those that show up can enter in the drawings for a chance to win. Some of the terrific items in this basket include:

Machinists Union Jacket (XL), IAM Blue Sports Shirt (M) Guide Dogs of

America Polo Shirt a 2011 calendar "Heroes of 9/11", DVD "The Cutting Edge" "The Meaning of Christmas", 1 box Russell Stover assorted chocolates and much more.



The value of this basket is \$200.00 so good luck to all of you who bought tickets. The Community Service Committee would like to thank the members for their continued support you give us each and every month by purchasing food from the kitchen, and buy tickets for the drawings.

The money you spend enables us to procure additional items for baskets and allows us to help our members in need and charities in our community. Merry Christmas from the Community Service Committee.

NEW MEMBERS FOR NOVEMBER 2010

Angel Acosta	Bobby D. Gilbreth	Scott Leonard	Joshua A. Seivley
Donnie Akin	Casey Gleeson	Steve E. McLemore	Rodney Wayne Sidener
Casey Alexander	Domanic Herndon	Duane Milsap	Renee Sutch
Christopher Belford	Scott A. Jamison	Esselyn Moore	Cuong Ta
Jacob O. Bogner	Joseph F. Jones	Rick D. Moore	Sopheap Tong
Holly T. Bowyer	Josech Kassman	James H. Naillieux	Justin Trujillo
Geoffrey L. Burriss	Brian A. Kimzey	Christopher Orozco	Russell C. Vanwye
Malcolm Collins	Robert King	Andi Petersen	Brandon W. Vaughn
Damian Cope	Thomas "Eric" Koehler	Roger Rios	Tara Thai Phuong Vo
Bryce Cotton	Bay Le	Stephanie Rodriguez	Jason d. Ward
Tommy J. Fiveash	Donny Lemons	Sovann San	Robert Ray Yoder
Jeremy Gadbury	Scott Leonard	Jason Schulte	

International Association of Machinists and Aerospace Workers

Local Lodge 839  
3917 E. MacArthur Rd.  
Wichita, Kansas 67210

Phone: (316) 524-1090

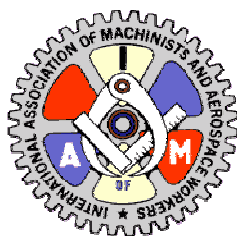
Fax: (316) 529-1277



Jobs · Security · Prosperity

The Fighting Machinists

www.ll839.org



Monthly Union Meetings

2nd Saturday of the Month

Executive Board meets at 8:00 AM

Regular Meeting at 10:00 AM

President - Kathy Petersen

Vice President - Brent Allen

Recording Secretary - Larry Stafford

Treasurer - Joni Pierce

Conductor/Sentinel - Jeff Meis

Trustees - Susan Hiebert, Stan Chapman

Communicator - Dennis Williams

Educator - Roger Stamback

1st Shift In-Plant Rep. - David Eagle

2nd Shift In-Plant Rep. - Howard "HoJo" Johnson

Editor - Jarrod Lehman

We are the International Association of Machinists and Aerospace Workers. We belong to Local Lodge 839 of District 70 in Wichita Kansas. We represent the Fighting Machinists of Spirit AeroSystems. We work to give our members a voice on the job.

Visit our website often at www.ll839.org for helpful and timely information.

If you have any questions, contact one of your In-Plant Representatives at 524-1090.

If you have any articles you want published, e-mail the Editor at jlehman@ll839.org.

The opinions expressed in any articles are the opinions of that author not the representatives of LL839

All Content © of IAM Local Lodge 839

2005-2010, All Rights Reserved