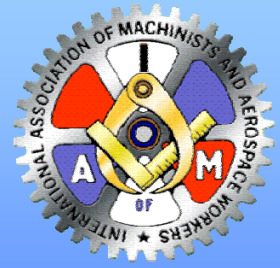


# LL839 Machinists Matters



3917 E MacArthur Rd.  
Wichita, KS. 67210

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

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www.ll839.org

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## President's Corner February 2010

By Kathy Petersen

I know I should stop reading the Opinion Line in the Wichita Eagle. The anti-union comments are so offensive and off the mark. Instead of silently fuming over them, however, I choose to address them here in this article because I have heard some non-members say similar things. One comment of late speculates on how ineffective unions have become. The author of the comment goes on to say that although they were once useful, unions are no longer needed. This viewpoint seems to be popular among non-union members. However, it is also an uninformed, narrow-minded and incorrect one. Today, with real wages dropping and health insurance becoming out of reach for more and more people, how can anyone believe unions are irrelevant?

Anyone who knows the history of capitalism and industry in America knows that labor unions have been important in making this country a good place for decent people to live. In the days before unions, when industries depended on a combination of resources and easily-trained labor, resources were quickly spoken for, so business owners focused on minimizing production costs. The company that paid its workers the least would be able to sell its products more cheaply than companies that paid their workers higher wages. Business owners wanted labor costs (and costs of safe conditions, etc.) as cheap as possible. If they could have found monkeys to do everything for free, they would have bought the monkeys and fired their employees. The result of only focusing on reducing the cost of production was that wages sank lower and lower, while working hours rose higher and higher. Exhausted workers made mistakes that killed or crippled them as there were few safety regulations in effect. It was a heartless enterprise.

After unions came along and were able to negotiate needed rights and benefits for workers, workplace conditions improved. Safety regulations were introduced in the workplace. The 8-hour day was fought for

and won in 1915. Unions have been at the forefront of protecting rights for all workers – not just for their members. Studies show that states with a higher percentage of workers who are union members have higher wages, better benefits and better schools. For decades, unions have bargained for workers in a collective effort to bring some sort of fairness to the employer-employee relationship.

Some Opinion Line writers believe that the laws will always take care of them and therefore they do not need someone to “speak” for them. That is not now nor has it ever been absolutely true. Look back at voting rights and civil rights for two examples of how the law lagged behind society for decades. Ask any Work Comp lawyer about how often OSHA regulations are ignored these days. Laws tend to favor “big business” over the worker, which is why we still have a ridiculously low minimum wage and why employers can get away with forcing employees to work long hours and discouraging them from reporting safety issues. To me, saying that “we have all these laws now so we don’t need unions” is like saying “we have all these laws now so we don’t need police officers.”

Unions, like any other organization, are as good or bad as their leaders and members. There is great strength in numbers, and unification into a single voice of combined determination is often the only way to produce change.

The sad thing is that breaking the backs of the unions may temporarily and artificially boost the economy and briefly make everything look better, but you can be sure that when employers cut wages and benefits, even the most unenlightened of us will see why unions are necessary. And then we’ll have to fight all those battles all over again. Note: If you see your boss buying bananas, start looking more closely at the new hires!



# HERE WE GO AGAIN

BY Cliff Cusick

Soon you will hear the Company brag about all the benefits that they offer their employees. I find it interesting to note that they never mention the fact that those benefits are a result of collective bargaining.

You younger members, who are totally 'new Company', don't see the age old rhetoric echoing from the 'old Company' who is now one of our customers. The majority of the management and upper management are 'old Company'. The thing about these people is, well they are 'old schooled', it worked 30yrs ago, why change? Granted, there are some modifications. So to some of us, it is just old rhetoric.

I have learned not to worry about what this Company says but watch what this Company does. Remember to always follow management directives, even if it is a contract violation and then file a complaint with your Union Steward.

I have always been the

'squeaky wheel' type person. In my old defunct job in expedite, I got used to the term 'elevate it'. If you have a question on labor issues, elevate it. Sometimes nothing needs to be said, just let management know that you aren't alone. Under a collective bargaining agreement, we are all more effective.

An organized solidified compound is always stronger. For instance, take a look at concrete. Concrete is pulverized limestone, sand, gravel and water. Individually they are relatively useless but added together and allowed to 'set', they create a solid concrete mass. We really need to strengthen our Union structure with sturdy and dependable members.

Now as you are stewing over that, let me show you some of these 'Company benefits' we hear about now and then. They were all negotiated by the Fighting Machinists that were here before you.

Health Care	Article 12 pg 60
CDHP (prescriptions)	pg 62
Dental	pg 63
Observed Holidays	Article 10 pg 50
Vacation/sick leave	Article 11 pg 53
Retirement	Article 12 pg 60

All of these items are negotiated benefits through collective bargaining, they are not granted by a benevolent Company. Just a little food for thought, remember, listen to the mouse.



## Winner of Super Bowl Basket

By Stan Chapman

The Community Service Committee held a drawing for a Super Bowl basket during the month of January. Natalie Petersen was the lucky winner. Natalie is the daughter of Kathy Petersen.

If you come to the meetings you will usually find Natalie working in the kitchen helping the Community Service Committee sell cheeseburgers and drinks. She will be a 2010 high school graduate and is currently taking classes at Butler County Community College. Natalie donates her time to help our union help the community. She always has a smile on her face even when her



brother Tim is hassling her and giving her a tough time back in the kitchen area. Natalie will have the makings for a great Super Bowl party.

### Congratulations Natalie!

The Community Service Committee would like to thank the membership for the support you give to us when you purchase food from the kitchen and tickets for the basket drawings. The money you spend allows us to purchase additional items for baskets and raffles and to help our members in need.

We draw for the baskets at the end of the Local Lodge meeting and a picture is taken to put in the newsletter. Please attend your monthly meetings and maybe you will be the lucky winner next time!

## Understanding the Strike Sanction Vote

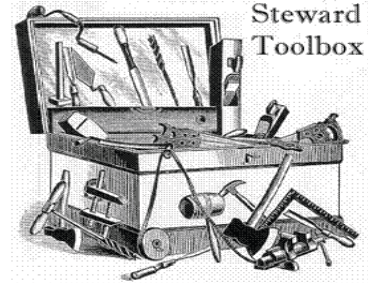
By Roger Stamback

Sometime in May of this year, we will assemble to conduct a Strike Sanction Vote. The time and place will be communicated to you, when the details are worked out. This Strike Sanction Vote is a legal requirement. We are mandated by the IAM Constitution to take this vote prior to the expiration of our contract. This vote notifies our International Headquarters that there is a possibility of a work stoppage so that they can get the appropriate funds in order to be able to pay our strike benefit, if necessary.

It is very important to have a "Yes" vote recorded for this Strike Sanction Vote. This will give your negotiators the confidence to go into negotiations knowing their membership is standing with them.

*This vote does not mean that we will automatically go on strike.* A second reaffirmation Vote will be taken at the same time the proposal is presented to the membership.

It is very important we show solidarity and a united front. Be sure to come, listen and vote.



## Politics

By Stan Chapman

In November, at the Kansas State Council meeting in Topeka, we discussed the things that are going on in the State. The loss of revenue in our State was the main topic and it is devastating.

We do not hold our legislators accountable for their actions. We all need to be involved in Politics to make sure we, the middle class citizens, have some Rights.

Since 1995 the State of Kansas has dished out over 13 billion dollars in tax cuts to corporate Kansas. The Democrats had a plan which would reduce tax cuts to corporations, but the Republicans in the legislature, said NO; the corporations need their tax cuts. Both the House and the Senate are controlled by the Republican Party for Kansas.

So what about the working class people of the State. We are the ones who have to pay the larger portion that will offset these tax cuts the corporations receive and we will still lose services.

The Kansas House of Representatives and the Kansas Senate are the people who have the power to write the laws for our State. Our Governor proposed a one cent sales tax to help the State with finances. This may not be the best idea, but it was an idea that could work. It first went to a taxation committee comprised of our Representatives; it did

not make it out of that committee, due to a lack of a motion to debate. This means the proposal died in committee. This also means that no recommendation came out of the committee.

In January, I again, traveled to Topeka representing the membership as a Delegate for Kansas State Council. It gave me the opportunity to visit my Representatives while our Legislators were in session.

I talked with both of my Legislators and neither one had an idea as to how to help with the revenue problem. I felt that was a clear indication why Kansas is in so much trouble. Why are they there if they don't have ideas to help our State? This is another reason why we all need to get involved in politics. Our ideas are needed. Folks, do your research, think about the Representatives, our problems and capabilities, we can empower ourselves and help ourselves.

On January 31<sup>st</sup> the Wichita Eagle had an article on Sam Brownback running for Governor. The article discussed some of his ideas for the State. One of the ideas he wants to set in place is fewer regulations. Deregulation is what helped make the impact that has put our State and our Country in the financial crises we are currently in. Read that article and see if he is the Governor you want sending proposals to our Representa-

tives to make into laws. Remember, Most of the Kansas delegation voted to change the Buy American Provision from 75% to 50% for our military. This helped cause the delay on a decision on the Tanker Deal. It may still put us out of work. Do the research before you vote!

Some people say that Unions should not be involved in politics. You always hear about special interests and they always blame the Unions. Corporate America has over 37,000 lobbyists. All the unions combined have about 175 lobbyists, so you tell me, what is the real picture of the Lobbyists in this Country? There is no level playing field.

The Supreme Court of the United States has just made a ruling that will allow American corporations *and corporations from other Countries* to supply unlimited contributions to campaigns. Think that might swing elections?

The people who we are electing into office are not making the best decisions for the working people in America and Kansas. Stand up and get involved!



## Becky's Report

By Becky Ledbetter

I hope this edition of the Machinists Matters finds everyone doing well and hanging in there. I know it has been a few months since I have gotten to write an update for you.

I would like to thank Rita Rogers, our ADBR, for allowing me to assist in an arbitration at Hawker. Rita has a lot of knowledge and she brought it to the table and I learned a lot from her.

I would also like to thank Mike Burleigh for allowing me to assist on an arbitration at Boeing. We should be getting a decision on those and I will keep you posted.

At this time I have one medical termination grievance I am working. I

have two attendance terminations, three on job description, three suspension for performance issues, two suspensions for security issues, one suspension for drugs, one suspension for unruly conduct, two M0-8 job ownership and one cell phone termination.

I can't say it enough, WATCH your clocking. Attendance issues are big also. Computer abuse is starting to go up. Performance issues, as you can see, is a big one. Please pay attention to everything you do. Cell phones are becoming an issue on the floor.

As always if you need anything call me 522-1591 or e-mail at [bledbetter@d70iam.org](mailto:bledbetter@d70iam.org).

Mike Burleigh currently has a grievance load of five terminations, two medical and three job assignments. Have a safe month, pay attention to the weather.



## HoJo's Report

By Howard "HoJo" Johnson

Hello Brothers and Sisters, We have had a busy month and I do apologize for not having anything in last month's paper but I

had an ill family member and I had to be with them.

**Watch Your Time; Watch Your Time; Watch Your Time!!!**

Just about every night I am in discipline meetings for employees on attendance issues. Eve-

ryone please be careful when it comes to this issue.

At this time my complaint load is: 4 on overtime, 5 on discipline, 1 on shift preference. If anyone has any questions at all call the Local at 524-1090.

## District 70 Business Rep Assignments

1. Mark Love is responsible for everyone under Skinner.
2. Mike Burleigh is responsible for everyone under Buchanan, George, Morriss and Wawzysko.
3. Becky Ledbetter is responsible for everyone under Sharp, Gross, King and McKinney.

4. Steve Groom is responsible for everyone under Harms.

The following grievance report was given at the District 70 meeting on February 5th:

- There are 30 complaints at the Local level.
- There are 28 grievances at the District with 1 assigned to arbitration.

## Union-Made Valentine's Day Sweets

From <http://www.unionplus.org/union-made/valentines-day-treats>

When you're searching for something sweet for that special person for Valentine's Day, why not buy **union-made-in-America treats** for them.

Here's a brief list of choices of candy products names made by members of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM); snack foods by members of the United Food and Commercial Workers (UFCW); or fruit and nuts from members of the United Farm Workers of America (UFW).

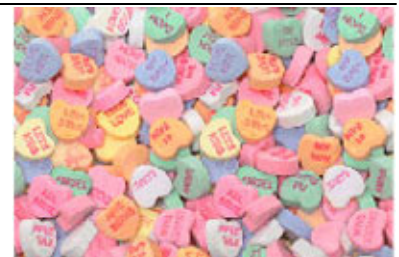
Hershey's Products  
Ghirardelli Chocolates  
Frito-Lay

Gimbals Fine Candies  
Nestle  
Annabelle's Candy Company

Jelly Bran's Candy Company  
Pearson's Candy Co.

American Licorice  
Kraft  
Orville Redenbacher

Necco  
Sconza Candies



For a complete list of the specific product that is Union made please check the Union Plus website at <http://www.unionplus.org/union-made/valentines-day-treats>

## Has Everyone Forgotten?

By Jarrod Lehman

Spirit wants it both ways and has forgotten what they told us five years ago. They said that if this new company did well and was profitable, that we could have improvements. What we received then was guaranteed minimums. We believe the company did not meet the expectations of the members during the economic opener last year.

The company's financial report came out this past week and this company has done well over the last five years. Our families deserve better.

Our contract is expiring June 25th and now it is our time, now it is our turn. Local Lodge 839 has a strong and determined Negotiating Team representing the membership at the table. Their responsibility is to negotiate a fair and equitable agreement that they can recommend to the membership.

We need to control what we focus on. We need to model our actions on those who have succeeded before us.

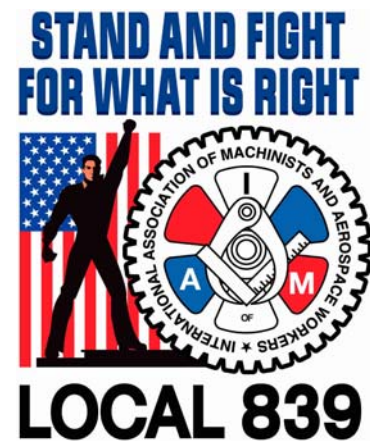
I believe those who attack Unions do so without acknowledging the singular greatness of their ideals and their proven capacity to inspire a better America. They truly do not understand unions. We are about making America better not just for ourselves, not just for our children but for future generations and the rest of the working class.

Today I say to members, non-members, executives, managers and this company, enough!!! June 25<sup>th</sup> is everyone's chance to keep the American promise alive. The promise that says that each of us has the freedom to make of our own lives what WE will make of them. We the people. It is a promise that says this company has an obligation to treat us with dignity and respect. It's a promise that the company made to us saying that if they do well, we all do well. They have done well and have seen more than better returns.

Now it's our time, now it's our turn!!! Lets fight to keep what's right.

I now close with great words from Sir Winston Churchill: "Never give in--never, never, never, never, in nothing great or small, large or petty, never give in except to convictions of honor and good sense. Never yield to force; never yield to the apparently overwhelming might of the enemy."

History can be kind to us, as long as we stand strong together to write it.



## Contract Shirts

By Kenny Stone

The 2010 contract t-shirts are in and going fast. We will need to re-order soon so we will have your size in stock.

**The Organizing Committee is asking everyone to wear their shirts every Thursday so show that we are all standing strong in solidarity.**

We want to show this Company that we care where we are going with this contract and that we have confidence in our Negotiating Committee.



## Tater Tot Casserole

- 1 lb. hamburger meat
- 1 pkg. tater tots
- 1 8oz. Can cream of celery soup

Slice of American cheese

Brown the hamburger meat and drain.

Add soup and mix well.

Place this in the casserole dish.

Add sliced cheese over the beef.

Add the tater tots on top.

Bake at 350 degrees for 45 to 60 minutes.



LeTicia Smith  
Terry Smith  
Grand Lodge  
Representative

## Fruits of Our Labor

This cook book is being sold at the District called "Fruits of Our Labor." All of the recipes have been submitted by Union members and their families from Locals and Districts of the Southern Territory, Transportation Department, Woodworkers & NFFE of the Machinists Union. The cost is \$5.00.

I will print a recipe each month from this book, starting with any entries from the area Lodges. - Editor

### Welcome To Our New Proposed Union Brothers & Sisters For February 2010

Lisa R. Akin  
 Steve E. Allender  
 Tony Bathoummy  
 Danny Bennett  
 Garett D. Bergstrom  
 Lynette Berry  
 William D. Bend  
 John D. Brady  
 James L. Branam  
 Richard Broerman  
 Curtis Bugner  
 Jon Burba  
 Mark Cribbs  
 Verland Cross  
 Jhing T. David  
 Brian J. Dehler  
 Cody Dochow

Brandon Donaldson  
 F. Craig Erhardt  
 Scott Erickson  
 Breann M. Ford  
 Patrick A. Gerber  
 Ronald D. Hall  
 Doug Hawley  
 Farrell Hoagland  
 Ryan Kastens  
 Brian C. Little  
 Robert W. McKimson  
 Cory McMillan  
 Jody McNow  
 Agustin F. Medina  
 Terry Melton  
 Cynthia Milam  
 Ellen Morris-Davis

Toby Olson  
 Derrick E. Paul  
 Gayle Phothirat  
 Trong Pinkston  
 Timothy Pournier  
 Alex Price  
 John Quade  
 Brenda J. Richardson  
 James A. Saindon  
 Courtne Smith  
 William C. Spiers  
 Noe Esparza Tiscareno  
 Steve Urban  
 Salathiel Usher  
 Theodore S. Warner  
 Kathryn L. Williams



#### 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*

### Fight & Win

### In 2010

[www.ll839.org](http://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,  
Terry Rodriquez

Communicator - Dennis Williams

Educator - Roger Stamback

1st Shift In-Plant Rep. - David Eagle

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

Editor - Larry Stafford

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](http://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 [lstafford@ll839.org](mailto:lstafford@ll839.org).

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

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