



Pension Boot
Camp3



Canadian
Inadmissability....4



IAM Perseveres
Turbulent Times...4

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WWW.IAMDL142.ORG/FA

IAM UNION *report*

ADDRESSING THE NEEDS OF CONTINENTAL, CONTINENTAL
MICRONESIA AND EXPRESSJET FLIGHT ATTENDANTS AND
PLANTING THE SEEDS FOR A SECURE FUTURE.

*Houston flight attendants Mannie
Kundrat, Omar Diaz and Lucy
Nazarin (l to r) prepare for boarding.*



Democrats Rock the House



Tuesday November 7, 2006 was a defining moment in American politics as record numbers of voters showed up in a midterm election and expressed their dissatisfaction with the administration by reversing the majority in the House of Representatives by a large margin and taking over the Senate.

Analysis of the election results reveal that Americans are unhappy with the way the administration is handling the war in Iraq, resulting in the unseating of many incumbents.

Working people benefited in this turnover as many candidates endorsed by the IAM and labor unions in general took seats held by

representatives who have voted in opposition to issues that the Union and working people find important to their welfare: issues such as raising the minimum wage, health care, pension protection, accessibility to prescription drugs, utility regulation, college tuition and education funding, insurance regulation and support good paying jobs.

The IAM does not endorse candidates based on party affiliation but is bipartisan in its endorsement of individuals who have a track record of supporting the concerns of working people. The Union considers the midterm elections a resounding success.



INDUSTRY WATCH

- Northwest replacement workers keep their jobs in new contract; 15 month strike ends
- United Airlines' earnings in the latest quarter topped those of other carriers not operating in bankruptcy
- Delta Air Lines has received an extension to file its bankruptcy reorganization plan, hoping to emerge in the middle of next year

MONTHLY CALENDAR

Around the System

12	13	14 BID HELP LINE 0700- 1500 CST	15 BID PACKETS IN CCS	16	17	18
19 BID HELP LINE 1200- 1800 CST	20 BID HELP LINE 0800- 1600 CST	21 IAH HOS HTA CLE BIDS CLOSE 1000 L	22 EWR NTA NLS BIDS CLOSE 1000 L	23 BID AWARD VOICE RESP	24 SELF ADJ 0600-2200 CST	25
26	27 WORK WITH 1400 CST & MUTUAL TRADES	28	29	30	DEC 1	2 DECEMBER BID MONTH BEGINS
←ADJ→	←OPEN WINDOW→		←ADJUSTMENTS→			



Straight Talk

From Brent Thompson

District 142 General Chairperson
And Continental Flight Attendant

of the plans. In the case of single employer DBPPs the company is able to fund the plan within certain limits which allows them to underfund plans. Likewise, there is no requirement for a company to overfund their DBPP.

When times were good in the stock market, most all DBPPs overperformed. Many companies used the excess proceeds in other ways and did not fund the plans. They were then unprepared when the stock market and the economy took a relatively long downward turn. Many plans were even *underfunded* before the downturn began, putting many plans at risk and eventually leading to the termination of many of these plans.

Recently the defined benefit plans for most, if not all, of the work groups at United, USAirways, and Delta, to name a few, have seen their DBPPs terminated. The only DB plan to survive at these carriers was the IAM National Pension Plan (NPP). Since the NPP is a *multi-employer* plan outside the control of these companies, your Union was able to keep IAM workers' pensions intact. Since the flight attendant groups at these carriers do not have the fortune of IAM representation, they no longer have a DBPP.

The union has been providing information in the crew rooms and you will be receiving information in the mail about IAM National Pension Plan (NPP). The NPP is a *multi-employer* DBPP, regulated by law and is much more secure than CARP. Over 1,700 companies contribute to this plan and

Flight Attendant Pension Workshops

- Houston**
November 14
- Newark**
December 7
- December 14**
- Cleveland**
November 14

A monthly, column addressing important issues that I have found to be of concern during my 15 years of full time service to you and your Union.

This is second installment of *Straight Talk* and as mentioned last month, I'd like to talk about pensions. But first, I'd like to invite everyone to visit the newly redesigned flight attendant website from District 142. Please visit there to obtain information on flight attendant issues and to view this Webzine both current and past. The website is www.iamd142.org/fa.

Pensions. Over the past two decades, the number of defined benefit pension plans has fallen by 75 percent to just over 31,000 down from 112,000. This means that just 1 in 20 Americans are covered by a defined benefit pension plan and you are one of them. For now.

One of the biggest priorities a union has is securing retirement income for the workers it represents. A lifetime of work does no one much good if you don't have the income to live comfortably when you retire. Defined Benefit Pension Plans (DBPP) are the most effective way to guarantee a known retirement income.

Recently, DBPPs have come under attack due to mismanagement

UNION MEETINGS

Around the System

Newark

2nd Tuesday of the Month
November 14 3:00pm
Airport DoubleTree

Cleveland

2nd Thursday of the Month
November 9 1:00pm
2121 Old Post Dr

Guam

3rd Wednesday of the Month
November 22 3:00pm
Airport Conference Room

Houston

3rd Tuesday of the Month
November 21 1:00pm
2121 JFK Blvd Suite 2

NEXT ISSUE:

How does the multi-employer National Pension Plan compare to your current plan?

What would happen to your CARP benefit?

FIND OUT.



not a minute more



November 25 | International Day for the Elimination of Violence Against Women

Flight Attendants Attend Pension Boot Camp

The Company and the union negotiated the opportunity for Flight Attendants to vote on participating in the IAM National Pension Plan. We have already held a conference to provide information about the benefits of the National Pension Plan. The conference was a resounding success. With pension plans being stripped from other carrier's work groups including every major airline except American, the pressure to

compete makes the survival of your current company sponsored pension plan at risk.

Additionally, participants in the conference were shown that the multi-employer National Pension Plan is a far superior plan to the single company plan you now have. Participants were eager to get out on the line and spread the word regarding this important aspect of your work life in a world where retirement security is quickly becoming a "thing of the past".



"The conference was a resounding success and the participants concurred that the time is now."



GRIEVANCE CORNER Your Reps at Work OCT GRIEVANCE LOG

Houston

Terminations 11
Discipline 72
Contract 21



Base Chair Ernie Dominguez

Cleveland

Terminations 0
Discipline 10
Contract 12



Base Chair Randy Hatfield

Newark

Terminations 2
Discipline 8
Contract 30



Base Chair Harrison Owens



Houston

Terminations
Discipline
Contract

Base Chair Dana Adams



Cleveland

Terminations 1
Discipline 0
Contract 2

Base Chair Jenna DaLeon



Newark

Terminations 1
Discipline 2
Contract 0

Base Chair Charlie Douglas

Guam

Terminations
Discipline
Contract



Base Chair Cynthia Iverson

CANADIAN INADMISSIBILITY Crossing the Border?



The Company recently issued Inflight Bulletin #06-60 on the subject of Canadian inadmissibility. The bulletin alerts Flight Attendants to the recently heightened security enforcement at the Canada-United States border. More U.S. citizens with past criminal charges or convictions are being refused when seeking entry into Canada.

The bulletin goes on the report that Canadian authorities consider almost all convictions (including

DUI, DWI, driving violations, misdemeanor drug possession, felonies, domestic violence, shoplifting, etc.) as qualification for inadmissibility to Canada.

The Union has been involved in a number of cases involving crewmembers. The Company has gone as far as terminating individuals.

Please be aware that your Local grievance representatives are well versed on the issue and should be contacted for assistance in this area.

THE FOLLOWING ARTICLE IS
EXCERPTED FROM THE
FINANCIAL WEBSITE:

TheStreet.com

WRITTEN BY STAFF
REPORTER

TED REED



It is said that in the event of a nuclear holocaust, only Cher and cockroaches will have enough resilience to survive. Perhaps the International Association of Machinists should be added to the list.

Over the past five years, in a wave of downsizing triggered by a slowing economy, the rapid growth of low-fare carriers and the 2001 terrorist attacks, the airline industry has shed 155,000 jobs. The IAM lost 40,000 of

those, and also signed a series of concessionary contracts in bankruptcy court, where a company can revise labor contracts that hinder its

“In bankruptcy, the IAM "managed to have a sensible defense in a bad situation...”

reorganization.

But the union also recorded its share of victories. In an age of defined-contribution 401K retirement plans, it preserved defined-benefit pension plans at **Northwest Airlines, United Airlines and US Airways**. It staged a successful strike at **Boeing**. And last month, it added 3,400 new members at US Airways.

The IAM also benefited from comparison with a rival union, the Aircraft Mechanics Fraternal Asso-

ciation. AMFA replaced the IAM as representative of Northwest's mechanics after a bitter 1998 election. Last year, AMFA staged a disastrous strike that caused nearly all of its members to lose their jobs.

Now, as the industry's post-bankruptcy era gets under way, the IAM seems poised to negotiate from relative strength. It has about 730,000 active members including about 100,000 in the airline industry, the most of any union.

In bankruptcy, the IAM "managed to have a sensible defense in a bad situation, in contrast to the suicidal offensive effort that AMFA carried out," says Thomas Kochan, professor of work and employment relations at MIT Sloan School of Management. "The AMFA situation illustrated the cost of a union coming along and arguing that it can do better than any other union."

The rest of this article is found at:

www.thestreet.com

SAFETY REPORT



The National Institute for Occupational Safety and Health (NIOSH) is conducting studies of the reproductive health of female flight attendants. The first study (Questionnaire Study) is examining past reproductive outcomes using questionnaire

data collected from a large number of women. A second study (Ovulatory Function Study) is evaluating ovulatory function by measuring hormone levels in biological samples collected by a smaller number of women. Teachers serve as a comparison population for both studies. A third study assesses cabin exposures including industrial hygiene and radiation measurements. These studies are part of a larger NIOSH Flight Crew Research Program, described at

www.cdc.gov/niosh/topics/flight

SENIORITY HOLDING LAST MOVE-UP LINE IN NOVEMBER

EWR	June 23, 2005
NTA	March 13, 2001
CLE	March 10, 1999
IAH	Sept 9, 1999
HTA	Dec 17, 1998
EWR EXJet	April 20, 2006
CLE EXJet	March 15, 2002
IAH EXJet	April 20, 2006