



# Update IAM LL 1943

March 3, 2010



## **Sad News**

James Bays, a two-year employee from the Cold Strip Mill, unexpectedly passed away Monday morning. He leaves behind a wife and 17 year old son. He was only 44 years old. Our thoughts and prayers are with James' family as they try to cope with this enormous loss.

## **Profit Sharing**

We received the profit sharing calculation from the Company last Thursday. IAM members who are not special utility will share \$850,695 for helping us earn a net profit of \$32.78 per ton in the fourth quarter of 2009. There was a positive adjustment for a state tax law change, and we were positively affected by working a larger percentage of the total hours compared to the other plants. Your individual entitlement is based on hours worked and on vacation, with a maximum of forty hours per week. We estimate the average to be around \$530 gross. Members who were on sick leave, received discipline, or called off should expect a lower amount. The payment will be made this Thursday, March 4th. We hope to continue earning profit sharing throughout the year, and again, you are to be commended for all your efforts last quarter.

## **Delta Northwest Merger**

The merger of Delta and Northwest has major implications for the workers at the two airlines. The IAM represents approximately 12,000 ramp and customer service workers at Northwest. Delta's workers, except for the pilots, are not organized. Delta has approximately 18,000 ramp and customer service workers. The workers in the airline industry are covered under the Railway Labor Act, whereas workers like us are covered under the National Labor Relations Act. The RLA differs from NLRA in many respects when it comes to mergers and subsequent elections. First, the RLA requires for elections to be conducted nationwide, so in order for Cincinnati workers, to be unionized workers, employees from all over the country must also vote for union representation. Second, currently workers who do not vote are counted as votes against the union. What this means is that if less than 50% of the people vote, the Union could receive every vote cast, and still lose the election. During previous organizing drives, Delta has urged their employees to just not vote. When a new President is elected, the make-up of the National Mediation Board, (who oversees RLA elections), is changed. The National Mediation Board recently proposed changing the counting of votes not cast as votes against the Union. Once a final determination is made by the NMB, the IAM will pursue organizing the workers. A lot is at stake. Our Union will either gain 18,000 new members or lose 12,000 current members. With Delta operating a major hub in Cincinnati, we expect for some of us to be called upon later this year to assist in that effort. In the meantime, whenever you fly with Delta, be sure to talk to the customer service workers about the advantages of belonging to a Union. Organizing such a large group of potential new members requires that these conversations take place all over the country.

## **Grievance Log**

We have 204 active grievances in the system, and await answers on 2 cases. 22 cases are scheduled for arbitration, with 93 cases in the Court system because the Company has refused to hear the grievances. Three members are currently discharged.

## **Biggest Loser**

Week 2 losers were Technical Difficulties, who lost 26.25 lbs, and 3 Men and a Baby Back for percentage at 2.36%. Week 3 losers were 6 Mill Phat Tempered Bellies, who lost 19.75 lbs, and Double Stuffed who lost 1.74%. Through 3 weeks of competition, 2,374.75 lbs. have been lost, over a ton! The top 5 teams through the first three weeks are: 3 Men and a Baby Back, Flabules Four, Technical Difficulties, Double Stuffed, and New Direction. The race is very close and 9 weeks from being over. All participants should weigh in on Thursday or Friday, unless you are on vacation or got forced over Saturday midnight. If you would like to know the weekly results please don't call Medical, call Melanie Stupak at 425-3206.

## **Verizon Wireless**

Brad Bonds will be at the Union Hall next Wednesday, March 10 from 1-5 p.m. to save you money on your plans phones and accessories.

## **Monthly Membership Meeting At Forest Hills On Thursday, March**

*Your Executive Committee*

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