

UNITED WE STAND, DIVIDED WE FALL

LOCAL 971

SHOP NOISE



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A Season of Advocacy, Growth, and Union Strength

As the year reaches its final stretch, the IAM is moving through December with renewed energy and a clear sense of direction. The past few weeks have brought meaningful activity across organizing, legislative work, and long term planning. The union is closing out the year with a focus on strengthening its foundation and preparing for what promises to be an active year ahead.

One key area of focus has been national policy. IAM recently urged the United States Trade Representative to reinforce labor standards within the United States Mexico Canada Agreement. The union has stressed that global competition must not come at the expense of American workers, especially those in aerospace and defense. By pushing for stronger enforcement, IAM aims to protect high skill jobs from being shifted into regions with weaker worker protections. This continues to be one of the union's core priorities as manufacturing supply chains evolve.

Organizing efforts remain strong as well. Lufthansa Technik Puerto Rico workers successfully maintained their union voice by defeating a decertification attempt. In Houston, the creation of a new rail local has expanded IAM representation into a region that continues to grow in transportation and infrastructure. These developments highlight

the continued interest workers have in gaining collective bargaining rights and building stable careers through IAM representation.



Training and member development programs have also grown as December progresses. Workshops and leadership courses are taking place across several districts, preparing members for upcoming negotiations and strengthening the internal network that keeps the union stable and informed. This period between major bargaining cycles is being used to build skills, expand communication, and prepare local leadership for the demands of the coming year.

All of this activity is unfolding while the union continues to process the most significant event of the season. After more than one hundred days on strike, machinists
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The IAM's favorite charity, Guide Dogs of America | Tender Loving Canines, is kicking off its Holidays of Hope fundraiser and is asking for your support.



International Association of Machinists & Aerospace Workers Local Lodge 971



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of District 837 in St. Louis voted to ratify a new five year contract with The Boeing Company. This strike was one of the longest and most visible labor actions in modern aerospace history. More than three thousand IAM members stood together from early August through mid November, demanding a contract that honored the value of their work and the importance of national defense programs they support.

The final agreement includes a twenty four percent wage increase spread across the contract term. This adds meaningful growth to workers' earnings and helps secure competitive wages in an industry where experience and technical precision are essential. The contract also provides a six thousand dollar signing bonus. Members also secured improvements to cost of living adjustments and protections involving future program changes, both of which were central issues throughout the strike. The union also pushed Boeing to reaffirm commitments to maintaining critical defense work within the St. Louis region, a factor that influenced many members who wanted stability in the years ahead.

Although some goals were not fully met, including expanded retirement benefits and broader bonus structures, the outcome reflects a hard fought balance achieved through unity and persistence. The strike demonstrated the power of collective action and reminded employers throughout the industry that machinists are prepared to stand firm for fairness.

Members returned to work beginning November 16th, carrying with them a sense of pride for what they accomplished together.



As December continues, the impact of the Boeing settlement remains a guiding force for the union. It serves as a reminder of the value of preparation, solidarity, and unwavering commitment to protecting the future of skilled labor. The union is entering winter with a renewed focus on growth, advocacy, and strong contract standards for all sectors it represents.

UNIFI Fresno Workers Vote to Join IAM Union in Fight for Raises, Work Rules, and Respect

The IAM Union is proud to welcome approximately 80 new members from UNIFI at the Fresno (Calif.) Yosemite International Airport, who voted to join the IAM Air Transport Territory on Dec. 3. The new members delivered a decisive mandate for representation.

UNIFI Fresno employees, who assist with ground handling and aviation services, cited a lack of meaningful raises, the absence of an established pay scale, and the lack of any work rules or benefits as key drivers behind their decision.

Before the campaign began, UNIFI employees were earning \$16.50 per hour, California's minimum wage. Workers reported that the only pay increases they ever received were tied to state-mandated minimum wage hikes. However, after management became aware that union authorization cards were circulating, the company abruptly announced a wage increase to \$18 per hour on Friday, Aug. 29, effective just days later on Sept. 1 – an unsuccessful attempt to counter the organizing effort.

In addition to stagnant wages, workers cited management's practice of creating work

rules "as they go," leaving employees without stability, clear expectations, or recourse. The lack of benefits and structured policies intensified their desire for strong representation.

"Congratulations to District 142, Local 1782 and especially our new members at UNIFI Fresno," said IAM Air Transport Territory General Vice President Richie Johnsen.

"Bringing UNIFI Fresno into our union is another powerful step in strengthening worker power across the industry. We're proud to welcome them into the IAM family."

"The vote in Fresno sends a clear message, Air Transport workers want the power and protection that only the IAM can deliver," said IAM District 142 President and Directing General Chair John M. Coveny Jr.

"We're honored to represent these new members and are ready to get to work on their first contract."



The path to victory came with its share of challenges. The federal government shut-down delayed the representation election, initially scheduled for Oct. 14-15, pushing the vote to Dec. 2-3. Combined with the high
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turnover typical of vendor companies like UNIFI, the Organizing Committee had to work through a shrinking workforce and shifting conditions. Despite these obstacles, UNIFI Fresno workers remained committed to winning a collective voice.

One key to the campaign was Local 1782 President Frances Finau for a contact within Fresno Southwest Airlines. President Finau connected the team with Aakash Narayan, a Fresno Southwest Airlines Steward and proud Local 1782 member, who served as the lead organizer on the ground. His dedication and connection with the workforce were critical to maintaining support through delays and turnover.

“Being part of this campaign and standing alongside the UNIFI Fresno team has been one of the most meaningful experiences of my career,” said Narayan. “These workers showed incredible courage and unity from day one. Even with delays and challenges, they never lost sight of what they deserved, a real voice, stability, and respect on the job. I’m proud to have helped them join the IAM family, and this victory belongs entirely to their determination.”

District 142 General Chair Boris Kochanoff, the assigned representative for the new UNIFI Fresno members, is already partnering with the District 142 Communications Team to launch a comprehensive survey on workplace issues and contract proposals. This will give new members their first opportunity to shape priorities as they prepare for their first contract bargaining.



As the holiday season is upon us, we find ourselves reflecting on the past year and those who have helped to shape our union. While many of us will spend time with family, friends, and other loved ones, there are many, like our men and women serving in uniform, who are far from home.

Union Meeting

December 14th

7:00pm

Executive Board Meeting at 6:30

Old Town Hall,

1000 Town Hall Ave., Jupiter

