THE GRAPEVINE

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Local Officer/Representative of the Year — 2014

Frank Amore, former Vice President and newly elected president of Local 32 was named Local Officer/Representative of the Year

By Justin Madden

Last year the National Executive Council (NEC) developed an Association Recognition Program that included a Local Officer/Representative of the Year Award. Each local was allowed to submit a name to the NEC along with a brief explanation of why this individual was deserving of the award. The competition was exceptional and the NEC was left with a very difficult decision.

The NEC is proud to announce that Frank Amore, former Vice President and the newly elected President of Local 32, was chosen and was presented the award at the Joint Advisory Council meeting held in San Diego, CA on September 30, 2014. He exemplifies the characteristics of participation that AMFA requires. Not only is Frank a leader, he is also first to volunteer for the most difficult tasks, and his positive attitude and work ethic are contagious. Ultimately, you know that you can count on Frank, and in an Association made up of mainly volunteers, this trait is paramount. Please pass along your congratulations to Frank!

Reflect & Resolve

By Louie Key

What's ahead in 2015? This time of year it's very common for people to make their New Year's Resolutions, starting full of good intentions. There's an excitement that comes with reaching for new goals. Unfortunately, it is also very common for people's motivation to fade and, after a short time, fall back into their old habits. The predictable list for most resolutions includes losing weight, getting fit, quitting smoking, setting financial goals, and money-related resolutions. Most of us struggle to make it past the mid-year mark and make lasting, meaningful change.

CONT. PAGE 2 ➤

Resolve to Embrace Safety

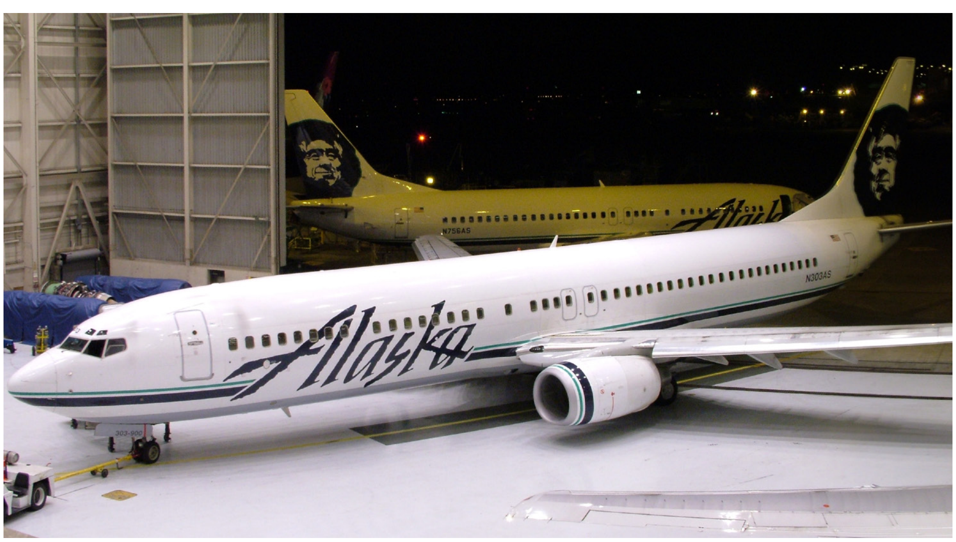
CONT. FROM PAGE 1

Louie Key, National Director

As a union, we too make resolutions as we set agendas and priorities where we'll focus our energy and resources. Fortunately, we have you to help keep us accountable and on our toes, dedicated toward reaching our objectives. So when I look back at our resolutions for 2014, I have to check to see how we did and look for any opportunities for improvement as we go forward, consistently raising the bar. Because as union officers, we know that you are counting on us to do our very best in representing you.

At the top of the list last year, we committed to "embrace safety," improve the ASAP, and work on increasing industrial safety in the workplace. How did we do? Over the course of the year, we developed and rolled-out an AMFA National Safety Initiative. It took longer than I had hoped in development and roll-out, but by the end of the year genuine action was taking place. We have introduced the initiative to all of our Locals and Safety & Standards Chairmen for their help in distribution and have even met with the Vice Presidents from Maintenance and Safety from both of our carriers. We have also set up initial meetings for the coming year with the carriers and expect this program to really hit full stride in 2015.

By the end of 2014, the SWA ASAP Representatives were working with AMFA National and the Company to address some administrative issues that are, hopefully, on the right path toward successful resolution. Our Safety and Standards Representatives will be working on conducting station safety audits in 2015. So, overall, I believe that we have done a commendable job on following through on this resolution. That being said, we must all understand that our commitment to safety can never be relaxed.



This is especially true for those of us who work in aviation, and you will see a continued effort to intensely focus on safety.

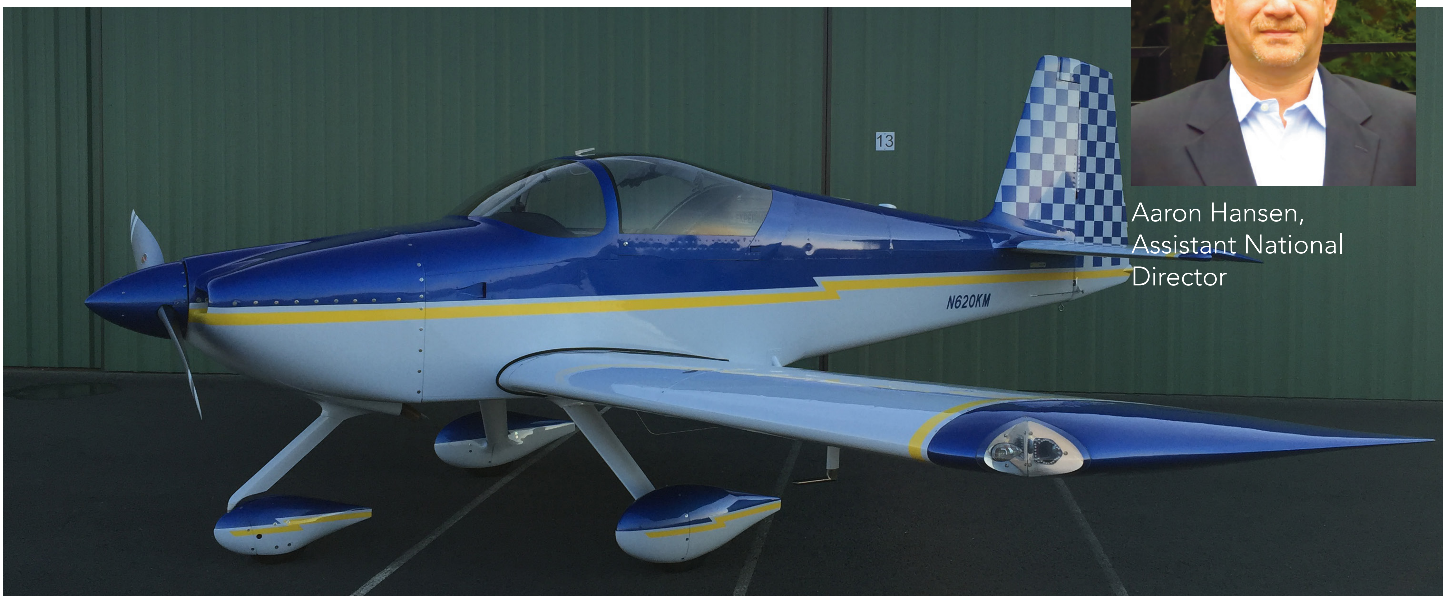
We have worked hard on our other resolutions as well. We have worked at developing relationships with other unions and government agencies. In 2015, the FAA Reauthorization Bill will once again be up in Congress and our lobbying firm will help us ensure that our concerns make it onto the public record and are communicated to the influential members of the Aviation Subcommittee as they craft the latest version of the Bill.

Among other key focus areas, the ongoing contract negotiations at Southwest Airlines that the Company has taken far too long to settle will continue this year. We must resolve to move this process forward in the best interest of our members.

Additionally this year, the Alaska Airlines contract negotiations will kick off in the fall. We must start the contract proposal process right away so we have our opening proposals ready to present on-time.

Lastly, thank you to those of you who participated in our Annual Membership Survey in the final quarter of 2014. Your input is appreciated and helps us respond to your concerns as we set our priorities and make our resolutions for 2015. Our commitment to do our very best for your representation is steadfast.

Have Plane, Will Travel



Aaron Hansen, Assistant National Director

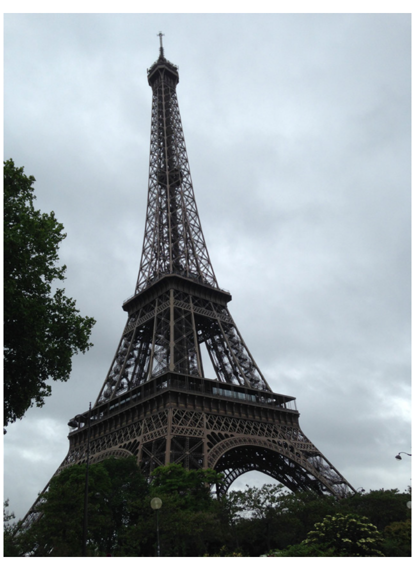
By Aaron Hansen

Many of us make New Year's resolutions for reasons that may stimulate our interest in something, and then after a month or so they dwindle into an afterthought. Last year I made a resolution that will continue to be my resolution for this year as well – to travel. I was able to see many great places and took advantage of the ID 90 travel privileges available to us.

My travels started out with a ten-day trip to Italy where we toured Rome, Vatican City, Venice, Florence, Pisa, and Cinque Terre. Then I used my ID 90 passes again flying on Alitalia to spend a few days in Paris and saw many wonderful sights including the Eiffel Tower, which is amazing. Later in the summer, my wife and I flew on Southwest to Puerto Rico and went on a Southern Caribbean cruise. We visited places like St. Kitts, St. Thomas, Aruba and Curacao. We lastly traveled on Alaska Airlines to Kauai with friends and saw the hidden treasures of the Island. The waterfalls are absolutely incredible and are a must see.

This year I plan on visiting England, the Mediterranean, and even participating in an Alaskan Cruise. In my free time and on weekend trips, I plan on flying the plane I built to places in the US.

Take the time to investigate the many benefits that we have working for an airline, and also remember that being able to do this is not only possible because of whom you work for, but also because of who represents you. Remain engaged with AMFA, stay informed, and support those that are working to achieve excellence in our Association. Be AMFA Proud!



Cooperation—Gaining an Advantage

By Justin Madden

Justin Madden, National Secretary/ Treasurer

One of the many ways AMFA continues to exist is through cooperation, such as that found between National and the locals, between the administrative and contractual representatives within the locals themselves, and ultimately between the membership and our elected officials. In the best of times, cooperation exists plentifully and is encouraged throughout the Association; however, in more difficult times, it can be tough to find this cooperation as various factions struggle with the dysfunction that can also be called "lone wolf syndrome," or the desire to do things independent of each other.

While independence in and of itself is not a bad trait, it must be tempered with the collaboration that occurs in the pursuit of a common goal. America's Founding Fathers used a fiercely independent spirit to break away from the British, but soon found that the Colonies needed to work together and wrote (1787) and ratified (1788) the US Constitution to resolve their issues. At AMFA, although each group may serve a different purpose, we have the same aims which are found in Article II, Section 1 of the AMFA Constitution: to promote and protect the interest of our membership, and to elevate the craft. How do we as leaders attempt to accomplish these? Why, one way is through cooperation!

Fortunately, our Association generally enjoys a spirit of cooperation. For example, at a Joint Advisory Council (JAC) meeting in 2013, a discussion took place regarding how AMFA could better its performance at arbitrations. This is not to say that our performance was necessarily poor, but rather to be proactive in our course of action. One of the many suggestions was to incorporate a database of our grievances that was searchable. This may seem like a "no-brainer," however, it had been attempted in the past to no avail.

Around the beginning of 2014, the union company who designs and hosts National's and several of the locals' websites announced a new product: GrievTrac. Both National and Local 4 jumped on the invitation and started the process of bringing it onboard, albeit separately. Once National determined that Local 4 was incorporating the system into their Local, National took a step back and monitored the situation. Once the system was up and running effectively for Local 4, they presented an update to the JAC and other locals were intrigued. A "working group" was established that consisted of individuals from both National and the locals, and included administrative and contractual representatives.

For roughly six months these individuals met on a regular basis, using the system Local 4 had built as a template to re-design and tweak. The goal was to make a system that could be used by the entire Association. Once the system was to a certain point, the contractual representatives began beta testing it and providing feedback to the working group who would then make the necessary adjustments. After the beta test was completed in September 2014, the working group helped craft a policy for NEC approval and presented the system to the JAC held on September 30, 2014, in San Diego. The working group was then split up into a few individuals from both National and the locals to design a training presentation for those who will use the system.

Fast forward to today. AMFA now has an Association-wide grievance database system called GrievTrac that is searchable, contains all applicable contracts, and auto-populates the carrier-specific grievance form. A policy has been approved by the NEC and a training video has been distributed. The system is in use and should make it easier on everyone involved in the grievance process while bringing AMFA into the 21st century.

This was not possible before, so why did it work now? One simple word: COOPERATION. Without the hard work performed by Local 4 and the working group, as well as the cooperation between National and the locals, this system would not be at its current state today. The Association should be proud of what was accomplished and excited about what is to come from this example of cooperation and the advantage gained.

STRESS: Recognize the Signs

By Dave Brooks

Stress can be bearable, but as you go along in life it accumulates and it begins to take a toll on your body. Maybe you can't sleep, have digestive system issues, begin to put on weight, have headaches, or even high blood pressure. All of these symptoms make your heart work harder and put a stress on your immune system.

Dave Brooks,
National Safety &
Standard Director

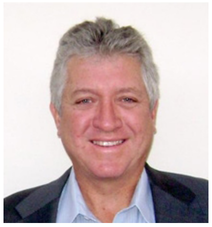
Another manifestation of stress is a continual feeling of fatigue or lack of energy. You simply feel tired all of the time, even after you first wake up. You may walk around in a fog and cannot concentrate or even remember certain things from your short-term memory, like the names if your coworkers. Another side effect could be irritability, which could affect relationships. These symptoms are quite common for those who work irregular shifts such as night shifts. Those of us who have worked odd shifts for a certain length of time might tend to think that this is normal and have come cope with constantly feeling tired as a part of our lives. The first thing is to recognize the obvious and to devise a game plan to deal with it. What causes this stress, and what can you do to prevent it from happening or even just combat it?

Identify your sources of your stress. For most of us, we do not realize that lack of sleep can be a major cause. Stress can interrupt sleep, but lack of sleep can also be a major cause of stress. The best thing to do, and I know that it sounds easy but is actually quite the opposite, is to sleep and eat right, get into a routine, and follow it, sleep at the same time each day in a cool, dark, quiet environment, and try to get eight hours of sleep a day. I know that this is difficult, as our schedules and commitments interfere, but it is something we need to follow to reduce our overall stress level. Our diets should reflect the same idea of consistency and routine. Do not come home from work at 8 a.m. and have a big breakfast and go to bed. Do not have caffeine or alcohol before bed. These habits will have the opposite effect, robbing you of adequate sleep.

Another thing that will help you reduce your stress is exercise. This does not have to be a three hour session at the gym, but rather thirty minutes each day to help combat the stress that builds up in our daily lives. A lot of these solutions can be difficult to perform, but there can be a compromise by recognizing the issues, and dealing with them in your own way so you can function on a more normal level on your shift and on your weekend. We are all getting older and if we recognize the signs now and deal with them, we will help ourselves and our families by living better, longer lives.

Planning for a Confident Retirement

By Russ Andrews, Ameriprise Financial Advisor and advisor to AMFA National


Russ Andrews

For many AMFA members, the dream of retirement is on the horizon. Even after decades of saving and prudently investing for retirement, many people are asking themselves if they can afford to retire and how to make their income last. At Ameriprise, we believe that the foundation of any retirement strategy is to cover all essential expenses that are considered predictable and recurring. These are the ongoing necessities in life, such as housing, food, utilities, taxes, and medical expenses. Because financial markets are uncertain, we believe essential expenses should be covered by solutions that offer guaranteed or stable income.

Principle 1 - Covering Essentials

Social Security Retirement Benefits- These benefits are a major source of retirement income for most Americans. Choosing when to start taking benefits can reduce your monthly check by as much as 30%. On the other hand, if you wait until your full retirement age, you will receive 100% of the benefit entitled to you. Individuals who wait to receive benefits until after their full retirement age will receive 100% of their benefit plus a certain percentage based on their actual retirement age. The benefit increase will not continue to increase after age 70, even if you delay taking benefits.

Certificates of Deposit (CDs) - Backed by banks and the Federal Deposit Insurance Corporation (FDIC), CDs have long provided a stable source of income.

Government Securities- Securities such as US Treasury bills, bonds and notes, and Treasury Inflation-Protected Securities pay a stated interest rate over a period of years. Investors can choose to lock in payments for up to 30 years in a long-term government bond, or they can consider a laddering strategy that spreads money out in bonds with different maturities.

Principle 2 - Ensuring Lifestyle

While covering essential expenses is a foundational first step, most people who are planning for retirement have additional goals they wish to pursue. These can include travel, hobbies that may have associated expenses, purchasing a second home, and so on. In the most basic sense, these are considered "optional" expenses. As such, retirees could tap other assets in their portfolio, outside of guaranteed or stable sources like those used to pay essential expenses.

At Ameriprise, we believe that investments to support lifestyle expenses should be arranged in three categories:

- **Strategic Cash** - We recommend keeping sufficient assets in cash or liquid alternatives to cover up to three years of lifestyle expenses.
- **Income investments** - Meet at least some of the lifestyle needs through income-generating investments.
- **Growth Investments** - In order to maintain purchasing power and drive long-term growth, allocate a portion of the assets to a diversified portfolio of securities that have the potential to grow over time. Examples include stocks, equity-based mutual funds, managed accounts with a growth focus, alternative investments, variable annuities and cash value life insurance.

Principle 3 - Preparing for the Unexpected

Unexpected events can have a devastating impact on retirement plans. At this stage of life, retirees typically lack the financial flexibility to make up for consequences to their retirement if an unplanned event results in significant expense. The Confident Retirement approach leverages specific solutions to mitigate events that can have a big impact on a retirement plan.

Principle 4 - Leaving a Legacy

Ensuring the wealth that you have accumulated is used to provide for the individuals or causes that you care about most is an important part of planning for a confident retirement. After accounting for essential, lifestyle, and unexpected expenses, the next step is to create a legacy plan for any remaining assets. Effective legacy plans address two critical features—control and leverage.

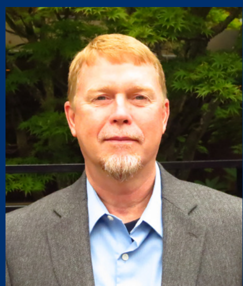
Getting started

Enjoying a confident retirement is part of the American dream. It's taken planning and hard work to get this far on the journey. Yes, there are still challenges to meet as we live longer lives and cope with an uncertain environment. But a confident retirement is within reach.

It all starts with a conversation. A simple conversation that can help you feel more confident about covering your everyday essentials, ensuring your lifestyle goals, preparing for the unexpected, and leaving a meaningful legacy.

The Way I See It

By Michael P. Nelson



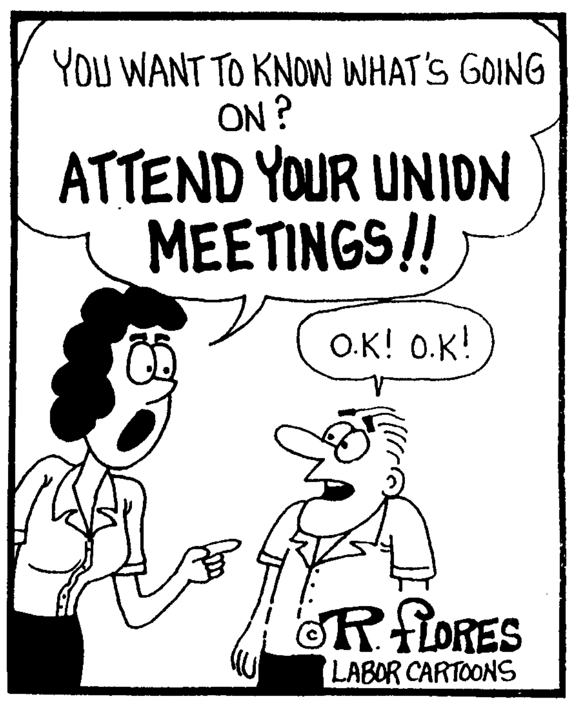
Michael Nelson,
Region II Director

I wanted to take this opportunity to discuss a problem that is prevalent in every democratic establishment, whether it is a country or a labor union. Being privileged to live in a free society provides us with many daily options such as: enjoying our busy lives, including our ability to go our separate ways; to be our own person; and to live our lives as self-contained and self-supportive as possible.

But our freedoms and independence can cause us problems. They make it challenging for us to rally together and unite in collective efforts. And united efforts are the best way to achieve the advancement of our livelihoods. The problem I see as a direct obstacle to achieving our goals of strength and an unwavering sense of pride and solidarity within our Association is apathy. Although there are many definitions for apathy, ranging from "a general lack of feeling, emotion, interest and concern," to "an individual feeling they do not possess the level of skill or knowledge required," to "an individual perceiving there is no challenge," they all basically point to a suppression of emotion that results in non-action or non-participation. We, as an Association, must achieve a level of connectedness within our group where each member understands the current issues and possesses a sense of commitment and willingness to sacrifice for common goals.

Unfortunately, I know I'm not speaking to all of our members since some won't sacrifice the time to read this article, but to those that do, I want to thank you for your involvement. Not all of us are able to participate by holding a position within the Association, but it doesn't take that level of participation to make a difference. There are many ways to be involved including attending a General Membership Meeting where you can receive unfiltered information and ask questions to understand the current challenges. If you are unable to attend one of these meetings, visit the Local and National websites to review information related to safety, current grievances and arbitrations, as well as negotiations. Another important way to contribute is to take the time to complete the Annual Membership Survey which is taken very seriously by your National Executive Council in helping us to address those issues that you tell us need attention. Most important, please take the time to vote in Local and National elections. The individuals you elect to represent you have important jobs that affect each member on a daily basis – this thing ain't on auto pilot.

Lastly, I want to share a quote from Abraham Lincoln that is fitting, "Elections belong to the people. It's their decision. If they decide to turn their back on the fire and burn their behinds, then they will have to sit on their blisters."



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Dues Objector Notification

Federal law requires that the Aircraft Mechanics Fraternal Association (AMFA) notify all AMFA represented employees annually of its dues objector procedures. These procedures require that you notify AMFA between February 1 and March 15, 2015, if you intend to be a dues objector for that year. Dues objector notices received either before or after these dates will not be accepted and you will not have dues objector status for that year.

Dues objectors are required to pay only the portion of dues that is germane to collective bargaining, including but not limited to grievance adjustment and contract administration. The non-germane percentage of dues is set annually by June 1 and is based on an independent CPA's verification of germane/non-germane expenses for the prior year. A compilation of 2013 expenses was conducted and the fees paid by dues objectors in 2014 were 92.03% of full membership dues.

If a dues objector disagrees with the calculation of the percentage of the reduction, our policy allows for an appeal before an independent arbitrator. Costs of the arbitrator are paid by the Association. Objectors bear the costs of presenting their appeal.

It is important that if you elect to become a dues objector you will no longer be entitled to the rights and privileges of membership, including but not limited to, the right to hold a National or Local office, vote in National or Local elections, attend union meetings, participate in contract negotiations, or vote on a contract ratification. We suggest you consider these restrictions before deciding whether or not you wish to become a dues objector. To receive more information on filing for dues objector status, please call the AMFA National Office at (303) 752-2632 or write to AMFA National, 14001 E. Iliff Ave, Suite 217, Aurora, CO 80014.