



### The President's Soap Box

**H**ELLO BROTHERS AND SISTERS! I hope everyone had a wonderful holiday season. As we begin the new year, we start it off with a nice pay raise. I would like to thank our negotiating committee for their tireless efforts and hard work to obtain this raise and contract extension.

We also should be proud of our young membership who

have taken an interest in the future of our local. They have had many great ideas put forward including cost savings and improving communication with our members. Over the next few years, there will be many opportunities for you to get involved. So be sure to make time to attend your local union meetings. Hopefully you and your families will have a safe and prosperous New Year!!

— Sincerely, Howard Ferguson, *President, LL 1976* —

### Grievance and Contract Enforcement

**T**HE FIRST STEP in a grievance process is to know your contract and if something is a grievance. The contract can be found on atd142.org, under *Contract*. If you think your contract has been violated, consult with a steward / assistant steward for verification and to start the grievance process. This is a good time to provide any and all supporting documentation; for example emails, pay, Workbrain, swap, manual reference, or statements from yourself. Also provide the Steward with any witness's name. It is always best to give a shop steward as much info as possible to help with the investigation. Records that are not available to you may be obtained by the shop steward as part of their investigation. Once the steward verifies it is a grievance, they will need to have the employee file a verbal grievance form. This is the start of the process. Verbal and grievances should be filled out in the grievant name and signed. The verbal needs to be submitted to supervisor within 5 days of knowledge or reasonable knowledge. The supervisor has 3 days to respond with a decision in writing.

If not resolved by a Verbal, the next is Step 1, this needs to be submitted within 3 days of the verbal decision. The supervisor must respond within 5 days. At this point the Steward should pass the grievance, all info, and documents to the Grievance Committee. If resolved by the Verbal or Step 1 the committee will close and file for record. If not resolved, the committee will review all info supporting the grievance and move it to STEP 2. The union has 10 days to appeal a Step 1 answer.

Step 2 is a meeting between the Grievance Committee and with the Dept. Head. The Dept. Head has 10 days to give a decision. The committee needs all pertinent info at this time.

If still not resolved, the Union has 20 days to move the grievance to the Grievance Review Board (GRB). The GRB is between The District GC and Company Labor Relation. This is a scheduled meeting that takes place to review many open grievances. Unfortunately, the company resolves very few at this point, leaving the Union's option to submit for Arbitration. It can take a long time to get arbitration scheduled, with some issues needing a higher priority, such as an unjust termination.

This is a brief layout of the grievance process. My main point is to influence all on the importance of knowing your contract and your rights under the contract. It is also to have all understand the more info and documents a grievant can supply a Steward the greater chance of success of a grievance. Who, What, Where, When, and Why are needed for a successful grievance. The better we all do with taking notes and acquiring info, the better the chances of being successful.

There are many grievances the Union feels should be settled at Step 1 or 2. It seems as though management has been instructed to pass the grievance to a higher level. This is where it is important to have good notes and information to support the grievance. We all must do our part from the beginning to the end of the grievance process to ensure success and defend OUR contract.

— In Solidarity, Mark Ball, *Grievance Committee Chairman, LL 1976* —

### 2025 Local 1976 Scholarship Competition

**A**NNOUNCING OUR ANNUAL college scholarship essay contest with a prize of \$1,000.00. Available to eligible dependents of members in good standing for a minimum of one year. The subject of this year's essay is: *"How are Unions working to improve the Workplace?"*

Essays will be accepted between February 1st and midnight April 30th. Entry forms will be available from the union office or can be downloaded from our local website at:

[www.pal1976.com](http://www.pal1976.com)

**PUBLISHED QUARTERLY BY  
Potomac Air Lodge 1976  
IAM/AW**

**Local Lodge Directory**

**EXECUTIVE BOARD**

Howard Ferguson President  
David Charlier Vice President  
Josh Charlier Recording Secretary  
Randy Powell Secretary-Treasurer  
Richard Keller Trustee  
Tom Perkins Trustee  
Leo Rubino Trustee  
Seth Janov Conductor Sentinel

**Union Label**

Brian Lewis 412-216-4876

**Medical Benefits**

Vacant 412-870-6750

**Education**

Thaddeus Baughman Shift 3 412-870-6750  
Garry Jacobs Shift 1 724-480-2244

**Auditors**

Mike Lewandowski  
Jim Onuska  
Lenny Pushinsky

**Employee Assistance Program**

**IAM & AW – AA System**

Paul Shultz District 704-907-3563  
Robert Rodriguez Local 724-315-7234

**Member Services**

Richard Keller Shift 1 412-870-6750  
Pete Wojtechko Shift 2 724-738-3227  
Joe English Shift 3 412-848-0106  
Fred Bosh (Retirees) 412-833-6276

**Grievance Committee**

Mark Ball, Chairman 412-870-6752  
Ernie Fritz 412-870-6751  
Dennis Tkacs 412-870-6750  
Union Office Fax 412-870-6759

**Legislative Committee**

Dennis Tkacs, Chairman 412-870-6750

**Community Services**

Steve Gallagher, Coordinator 412-870-6750

**Workman's Comp**

Rick Palaschak 412-551-8519

**DL 142 General Chair**

Ken Coley

**DL 142 Ground Safety**

Brian Szolodko, Director 407-825-6370

**DL 142 Ground Safety Rep**

Tom Perkins 412-779-6195

**Ground Safety Committee**

Dan Gibson, Chairman Shift 1 412-630-7868  
Robert Kotas Shift 1 412-870-6750  
Ben Kachmar Shift 2 412-398-6359  
Robert Hribal Shift 3 412-870-6750

**DL 142 Flight Safety**

Bud Brown, Director 803-431-9470  
Vacant

**L/L Flight Safety**

Bill Vitsas, Chairman 412-870-6750  
Garry Jacobs 412-480-2244

**Potomac News & Views / Web**

Nick Forsyth PNV Editor 412-870-6750  
Bryce Deloe Webmaster Webmaster@ll1976.org  
Christian Oberley IT 412-870-6750

*Passed Away*

Name	Position	Department	Relation	Date
William Gabel	Retired Crew Chief	Base	Wife	June 04
Randy Schott	AMT	Base	Father-in Law	Nov 06
Michael Zapko	Retired AMT	Line	Wife	Nov 17
Richard Keller Sr	Retired Crew Chief	APU Shop	Wife	Nov 18
Richard Keller Jr	AMT	Base	Mother	Nov 18
Alfred Christopher	Deceased Retired AMT	Fluid Shop	Son	Nov 27
Ronald Saputski	Retired AMT	Base	Brother	Dec 04
John Fore	Crew Chief	GSE	Self	Dec 26
Richard Kunkel	Retired AMT	Base	Self	Dec 26
Richard Suhayda	Retired AMT	Base	Self	Dec 30
Randy McKim	Mechanic	GSE	Mother	Jan 05
Ralph (Ed) Shaffer	Retired Crew Chief	GSE	Self	Jan 05
Robert A. Seabol	AMT	Base	Wife	Jan 08
Robert Downes	Retired Crew Chief	Base	Self	Jan 10
Harry Cratty	Retired Inspector	Jet Shop	Self	Jan 12
Joseph English	Crew Chief	Base	Mother	Jan 18

*Please accept our condolences on the loss of your loved ones.*

**ANNUAL RETIREE ADDRESS CHANGE  
AND/OR UPDATE FORM**

-----Please Print-----

Date \_\_\_\_\_  
Name (First, MI, Last) \_\_\_\_\_  
Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_  
Employee Number \_\_\_\_\_ – OR – Last 4 Digits Of SS # \_\_\_\_\_

Is this a change of address?  Yes  No

Mail form to — Attention: Randy Powell, Potomac Air Lodge Local 1976,  
228 Moon Clinton Rd., Moon Twp., PA 15108 or e-mail to: (sectres1976@comcast.net)

**No phone calls please.**

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## LEGISLATIVE REPORT

### PLEASE RAISE MY PROPERTY TAXES

**I**N HER 2025 BUDGET, Allegheny County Executive Sara Innamorato wants to raise county property taxes by 2.2 mills. Effectively, this means \$220 more collected per \$100,000 of property value. County council is now seeking a lower hike of 1.35 mills, and at least one news outlet says property tax hikes “should be the last possible option.” So the overdue process of realistically assessing property values in a much-changed metropolitan area now falls to Innamorato. With court decisions blowing further holes in both commercial and residential tax revenue, this has led to real fear of “catastrophic” cuts to the local services on which many rely. Before getting into why we should pay the piper, it’s worth acknowledging that Innamorato pledged that she is “not going to drastically cut critical services that the people of this county rely on.” Her administration has taken pains to prove the benefits of a 2.2 mill hike in ways likely to resonate with voters across party lines. For suburbanites concerned about homelessness, infrastructure and public safety, Innamorato’s proposed budget would be a massive infusion of resources. On the housing front, Innamorato has made good on constructing “more than 100 units already created as part of 500 in 500,” her initiative to house 500 people without shelter in 500 days. Meanwhile, the county announced on Oct. 24, 2024 that the Second Avenue Commons shelter would reopen with extended hours ahead of winter. An increase of total shelter beds has also given the county’s Department of Human Services (DHS) a headstart on winter plans that include 600 beds of places of refuge throughout the city. Other works include funding lead-safe homes, senior services,

community living centers and educational support (local municipalities are themselves considering tax hikes in some cases). It also includes funding for first responders – Innamorato’s budget would allocate \$57 million for the County Police and Emergency Service. Local politicians are already feeling the constraints of the end of the COVID relief money that kept people afloat and made possible infrastructure projects such as the Fern Hollow Bridge repair. That means belt-tightening ahead from the federal government on down. Add to that the potential effects of Trump’s proposed tariffs, deportations and elimination of the Department of Education and you are looking at a county government that suddenly has to do everything. For most homeowners, 2.2 mills – which, as proposed would include a higher homestead exemption, would be the equivalent of buying one more meal out per month. O’Hare Township Controller Darwin Leuba made a simulator where you can look at your address and see what your additional tax burden would be. Ask yourself before viewing it, as WTAE puts it, as a “40% spike”: do you like driving on roads with fewer potholes? Do you like special education services? Do you like a responsive police department? Do you like not seeing people suffering on our streets in inclement weather? I’m gonna guess you do like these things and your property taxes pay for many of them. COVID and the years following made it abundantly clear that we need these services. If you care about your neighbor, say it with me: PLEASE RAISE MY TAXES. The longer we kick the can, the worse it will be for everyone who lives in Allegheny County, rich and poor alike.

**In Solidarity, Dennis Tkacs, Legislative Committee Chairman, LL1976**

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### Retiree Club Chairman

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**H**ELLO TO ALL OUR RETIREES and those who wish they were already retired. I’d like to address an important subject regarding your retirement, including your pensions and passing your pension payments on to your spouse in the event that you, the retiree, passes on.

When you decided to retire, you were given the opportunity to chose what percentage level or amount you would like to leave to your spouse. In most cases a 100% choice, slightly reduced, would give you both the same amount upon your passing, no surprises. Although in some cases, the employee made a choice to leave nothing behind for his or her spouse and this came as a huge shock to some spouses when the payments stopped. Now this

whole scenario is not the norm, but it does happen and it is important early on to have this discussion.

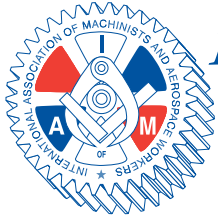
The last thing that couples need to discuss is a list of who you should contact at insurance companies, the pension group and other agencies for information on what needs to be done so the spouse can move forward with his or her life. Every situation is different, so to eliminate a whole lot of confusion take some time and discuss what will make the survivor’s life easier during those tough times.

Of course, the answer to all this is don’t stop working until you do, then move to that little beach house you bought and enjoy life. I wish you all the best, good health and happiness. Typed with a smile.

**Fraternally, Bill Hollowood, Chairman, Retiree Club**

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# Potomac News & Views

Potomac Air Lodge 1976 IAM&AW  
228 Moon Clinton Rd.  
Coraopolis, PA 15108



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Visit Local Lodge 1976 on the web @ [www.LL1976.org](http://www.LL1976.org)

Also join us on Facebook:

[www.facebook.com/potomacairlodge1976](http://www.facebook.com/potomacairlodge1976)



*America was built on courage, on imagination  
and an unbeatable determination to do the job at hand.*

— Harry S. Truman



**Innovations & Technology for the 21st Century**



## CALENDAR OF UPCOMING EVENTS

### Union Meeting Schedule

FEB	05	Daylight LL Meeting .....	3:15 PM
	19	Afternoon LL Meeting .....	11:15 PM
MAR	05	Daylight LL Meeting .....	3:15 PM
	12	Midnight LL Meeting .....	7:15 AM
APR	02	Daylight LL Meeting .....	3:15 PM
	16	Afternoon LL Meeting .....	11:15 PM

### Retiree's Meetings 11:00 AM

FEB	MAR	APR
(No Meeting)	04	01

### *Pit Maintenance BLOOD DRIVE SCHEDULE*

*(Due to Vitalant Blood Banks reduced staffing, the time has been adjusted to Noon - 5:30 PM)*

**Wednesday, February 19th**

*Located Hangar 3 – 3rd Floor  
Rooms 319 and 322*

*Please donate if you can ...  
there is no substitute for blood.*

### **Pension Fund Information ... Web Sites and Phone Numbers:**

#### **IAM NATIONAL PENSION FUND:**

1-800-424-9608

FAX # 202-457-8653

Website: [www.iamnpf.org](http://www.iamnpf.org)

E-Mail: [pensions@iamnpf.org](mailto:pensions@iamnpf.org)

#### **AMERICAN AIRLINES BENEFITS:**

1-888-860-6178 E-Mail: <http://my.aa.com>

#### **PBGC**

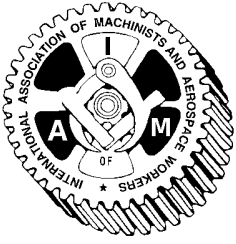
1-800-400-7242

E-Mail: [mypension@pbgc.gov](mailto:mypension@pbgc.gov)

Plan Sponsor: US Airways

Case Number: 20357000 (Machinists)

Plan Termination Date: 1-10-2005



# POTOMAC AIR LODGE 1976

## INTERNATIONAL ASSOCIATION OF MACHINISTS and AEROSPACE WORKERS

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### Mailing Request Form

The Potomac Air Lodge 1976 will be transitioning from mailing our quarterly newsletter to emailing it to our members. To provide an updated email address, please scan the QR code to update your information with the local. If you would like to continue to receive our newsletter via mail, please complete the form below, and mail it to the lodge at the following address:

**Recording Secretary  
Potomac Air Lodge  
228 Moon Clinton Road  
Coraopolis, PA 15108**

Last Name/ Middle Initial/ First Name: \_\_\_\_\_

Address: \_\_\_\_\_

City / State / Zip Code: \_\_\_\_\_

Home Phone / Cell Phone / Email: \_\_\_\_\_

