

142 OBSERVER

Spring 2015

Official Publication of IAMAW District Lodge 142

IAM DELTA

Flight Attendants



In this issue:

- New General Chairs appointed
- In Memoriam: Carl W. Laws
- 2015 DL142 Scholarship Application

12,000 Delta Flight Attendants request IAM representation

On Jan. 13, the IAM delivered to the National Mediation Board cards signed by nearly 12,000 Delta Air Lines Flight Attendants who are seeking a union representation election at the carrier.

An election victory for the more than 20,000 Flight Attendants at Delta would be the largest ever transportation sector organizing win and would cap more than two years of grassroots efforts.

“This is an historic day for these courageous Flight Attendants,” IAM International President Tom Buffenbarger said. “The IAM stands firmly behind the Delta Flight Attendants’ effort to win a strong voice in their profession and stability in a volatile industry.”

The NMB is expected to order a representation election within four to six weeks of the filing.

The 12,000 election request cards represent approximately 60 percent of all Delta Flight Attendants, well above the NMB’s minimum requirement of 50 percent to hold an election.

“An overwhelming majority of Delta Flight Attendants today demanded that a union representation vote be conducted,” said IAM General Vice President Sito Pantoja.

“They are an inspiration to the entire Labor Movement. The IAM will make every effort to ensure that they achieve their goal of ne-

Air Transport District Lodge 142
400 N. E. 32nd St.
Kansas City, MO 64116-2983



Secretary-Treasurer's Report

By Ian Anderman

A happier choice is posed to Delta Flight Attendants

As Flight Attendants at Delta consider joining us in the IAM, they'll be interested in knowing that union workers have a better quality of life than non-union workers.

This is not just my opinion — it's a scientifically proven fact!

Patrick Flavin and Gregory Shufeldt, assistant professors at Baylor University and the University of Arkansas respectively, reached this conclusion after reviewing data collected over several decades.

Flavin and Shufeldt noted that union membership greatly improves a worker's ability to earn higher wages and enjoy a healthier lifestyle.

"Most of the widely known achievements of the American Labor Movement occurred nearly 100 years ago," they wrote. "We take many of these gains for granted, such as the 40-hour work week, child protection laws, the right to collectively bargain, etc."

Nevertheless, "labor unions still have an important role to play in promoting quality of life among citizens," they continued.

"Simply put, if one goal of labor unions is to boost the quality of life for their members, our study provides



empirical evidence that they are succeeding."

Delta's Flight Attendants are especially likely to see improvements in their lives once they say "Yes IAM!"

Currently, without a union to speak for them, they are 26 percent behind the industry leader in wages. And they are way ahead of the pack in having to pay out-of-pocket health care costs.

Without a union to fight for them, Delta Flight Attendants' work rules

can be changed at any time by the whim of management. They are subject to arbitrary discipline and even termination with no recourse to an objective appeal.

In contrast, Delta's unionized pilots lead the industry in compensation and work rules. That's the union difference right there.

Delta certainly can afford to treat all of its employees — not just the pilots — better.

In 2014, this airline led the industry in operating profit (at more than \$5 billion), operating income (more than \$7 billion), total CEO compensation (up more than 50 percent since 2011) and return on equity (158 percent).

The time has come for a change for Flight Attendants at Delta Airlines.

It's the time to make a choice for better and happier lives for themselves and their loved ones.

It's the time to choose IAM!



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EAP Report

By Paul Shultz, EAP Chair

Coping with change

It is said that change is the one constant in life.

Our members make up a diverse work force with a variety of occupations over an extremely large geographical area. We are a cultural cross-section of society. Yet one thing we all have in common is that we are confronted with constant change.

It may be change we have eagerly awaited, such as new technology, or change we are less thrilled about, such as procedural changes at work. Even the changes we make happen, such as a new car or house, can come with added stress.

The change we experience, and the increased stress that comes with it, can be subtle and cumulative.

One of the best tools we have for dealing with change is our attitude. We often fear or dread change before we know its full extent or how it af-



fects us. As I tell my wife, "Don't panic until it is absolutely necessary."

Some additional strategies for coping with change are:

- Allow yourself to feel what you feel — sad, worried, fearful, nervous, or maybe happy, elated, optimistic.
- Share your feelings with supportive co-workers, friends and family members.
- Be patient. We all adapt to changes

at our own pace.

- Let go of the past and keep moving forward.

If you would like help dealing with the changes you are experiencing, or if you have any other issues that trouble you, please contact your local EAP.

Or you can reach me, Paul Shultz, at (704) 907-3563 (cell) or pm.shultz@att.net.



President's Report

By Dave Supplee

2014 is over – now, on to 2015!

2 014 was a busy year at District 142. So many negotiations, so many contracts!

Most of our major carriers were in negotiations at the beginning of the year — British Airways, Alaska COPS, ExpressJet Flight Attendants, El Al, US Airways Mechanic & Related and Maintenance Training Specialists and Southwest Airlines, along with Atlantic Aviation, ASIG, Allied Aviation and Swiss Port Fueling.

We had the newly-organized Commutair Flight Attendant group in talks and Air Canada Mechanics in Honolulu, while Hawaiian Airlines joined the others in talks.

Alaska COPS was the first to get an agreement, followed by El Al. Both US Airways groups ratified their agreements, followed by Atlantic Aviation-PNE in July.

Our British Airways members voted down a tentative agreement, but after a few more sessions the negotiating team was able to make the changes our members needed to ratify an agreement.

Our members at Allied Aviation in LGA also voted down their first offer but ratified a second agreement.

Swissport LAS was next, followed by the newly organized group of Commutair Flight Attendants who ratified their first agreement in October.

Our biggest group at Southwest Air-



lines ratified their agreement in December — with the industry-leading contract!

We closed the year with a ratified agreement at Air Canada in Honolulu and ASIG in Chicago.

We still are in talks with Allied Aviation in several locations, as well as Aer Lingus, Bahamasair, ExpressJet and Hawaiian Airlines.

While we have some work ahead of us, we feel confident we will be able to bring our members the contracts they deserve and will ratify.

We have filed for assistance from the National Mediation Board to help us get a deal at ExpressJet and are waiting for a mediator to schedule the first round of talks.

Right after ratifying the US Airways agreements, we filed for single-carrier status for the “new” American Airlines with the NMB. The TWU/IAM alliance is preparing to begin negotiations for a joint agreement as soon as we get the ruling from the NMB. Contract proposals are being collected from the members.

While negotiations took priority, we also had to deal with something we only read about in the news — Ebola! We had our safety committees working with representatives of industry and government to ensure that all of our members were aware of the dangers and were able to take proper precautions to stay safe.

We also joined other labor unions

and consumer groups on the “no phones on planes” campaign to ensure the FCC and airlines keep in-flight use of cell phones banned. Aside from the annoyance of having to sit next to people talking to friends on their cell phones, there is also a concern terrorists could use phones on planes to coordinate attacks.

Finally, the biggest change in 2014 was the retirement of President Tom Higginbotham. Tom has been a part of District 142 for more than 40 years and he left with a lot of history.

It's a big job to fill the void, but I am working on doing my best. I have made a few station visits and plan on doing more this year.

I've been working with our new secretary treasurer, Ian Anderman, to get her up to speed on how the office runs and she is coming along very well.

Looking forward, we have the Southwest Steward Conference April 7- 10, the District Flight Safety conference May 26-29, and the Ground Safety Conference Aug. 10-13 — all at the Winpisinger Center. The District Convention is set for Sept. 22-24 at Tempe Mission Palms in Phoenix.

What else lies ahead?

Here's my prediction:

Next year, as we look back on 2015, we'll be reflecting on yet another busy — and successful — 12 months.



The 2015 IAM photography contest is open for entries!

The 2015 IAM Photography Contest is open to all IAM members in good standing.

Entries should catch IAM members at work in unposed photos.

Winning entrants will earn a cash prize and their work will appear in the 2016 IAM Calendar. Two dollars from each calendar's sale is donated to the Guide Dogs of America.

Photos may be in film or digital format. However, digital

photos must be taken with a good-quality camera and must be set at the “fine” setting.

There is no fee for participating in the contest. The deadline for entries is June 30, 2015.

Members may visit www.goiam.org/photocontest or request a complete entry package from the IAM Communications Department by phone at (301) 967-4520 or email at terutchfield@iamaw.org.



Have you moved?

Keep DL 142 up to date with your current contact information!

www.iamdl142.org/contact.htm

New General Chairs set to fulfill role in IAM



A bridge to the members

New GC Bill Wise enjoys his role in the union

New General Chair Bill Wise says he thrives in one-on-one interactions with members and hopes he can be the bridge between the Local Lodges and District Lodge 142.

"I just want to help things flow smoothly and help people," he said.

Wise was a Mechanic at US Airways, and in his 30 years with the carrier he endured two corporate bankruptcies and felt the sting of losing co-workers in layoffs.

"Lots of things were taken from us during those bankruptcies, but what matters is how you respond," Wise said.

The merger with American Airlines is still pending, but Wise hopes that when it's complete American will become the best carrier in the world. That success will translate into better

paychecks, he said.

"If any union can make this a successful merger, it's the IAM," he added. "We have the ability, the reach and the knowledge to get it done."

Prior to becoming General Chair, Wise was a trustee for 10 years and president of Local Lodge 1725 in Charlotte, N.C. for 15 years.

"I've seen it all," he said. "I know what it takes to be successful."

"Educating people on the benefits of the IAM is something I really enjoy," he added.

From October to January, Wise typically can be found enjoying time with his wife, Lynn, or hunting and fishing.

"Being a General Chair requires a lot of traveling and footwork, so I'm really happy that my wife is supportive of what I do," he said.

A commitment to excellence

New GC Kenny Champagne loves to teach

Kenny Champagne decided he wanted to be a General Chair as soon as he became a shop steward 16 years ago.

His journey began with the desire to know his rights on the job and to help others know theirs.

Now that he has realized his long-time ambition, Champagne is determined to make his union stronger at stations from coast to coast.

"I got involved in my union because I wanted to learn everything there was to learn," Champagne said, "and that desire made me want to take on a bigger role in the IAM."

He was inspired by last year's Delta Flight Attendants campaign meetings.

"I wish more people could see our leaders behind the scenes like I do, so they could see the real value of the IAM," he said.

Champagne looks forward to helping shop stewards get more involved in all aspects of their local lodges and the inner workings of the union.

"If I can be a small influence on people wanting to learn more and even attend some courses at the Winpisinger Center, then I've done my job," he said.

His enthusiasm for education drove him to become an Educator at the now-defunct Local Lodge 1905 in New Orleans and a Conductor-Sentinel at Local Lodge 2319 in Tampa.

"I tell people how valuable positivity is and to not let naysayers get them down," Champagne said.

If there's one lesson he hopes to impart on the membership, it is about commitment in one's job.

"I believe in doing your job well and leaving your post in a better place than when you got in," he said. "Now, that's going to be hard to do for me because the General Chair position is in great shape!"

Later this year, Champagne will celebrate another fruitful commitment: the 30-year anniversary of his marriage to his wife, Kate. The couple will vacation in Cabo San Lucas.



Dates to remember

Flight Safety Conference

Week of May 26 at the William Winpisinger Center in Hollywood, Maryland

Southwest Stewards Conference

Week of April 6 at the William Winpisinger Center in Hollywood, Maryland

Ground Safety Conference

Week of Aug. 9 at the William Winpisinger Center in Hollywood, Maryland

Biennial DL 142 Convention

Sept. 21-25 at the Tempe Mission Palms in Arizona

Contact your recording secretaries for enrollment forms

Delta Flight Attendants request IAM representation

Continued from page 1

gotiating an industry-leading contract.”

“We are the reason Delta is the world’s most profitable carrier and leads the industry in almost every financial and operational measure,” said 35-year Delta Air Lines Flight Attendant Gabe Perez.

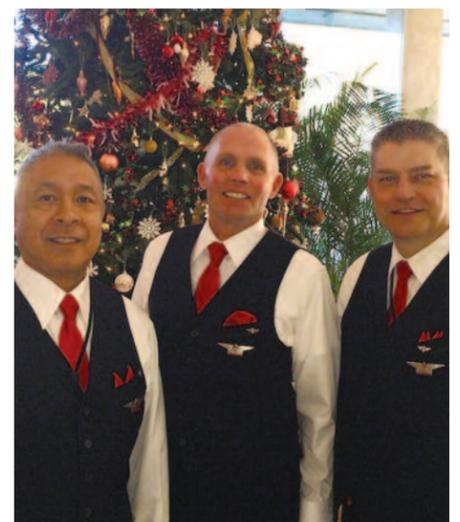
“Yet, we lag the industry in wages, benefits and work rules. That will change once we win our election and negotiate the industry-best contract we deserve.”

The IAM is the world’s largest airline union, representing approximately 100,000 workers at nearly every U.S. airline.

For more information about the Delta Flight Attendants’ historic campaign, visit www.iamdelta.net.



For more info, visit iamdelta.net



In Memoriam: Carl W. Laws

Former District Lodge 142 President and General Chair Carl W. Laws passed away on Dec. 2, 2014 at the age of 81.

Laws was a war hero in the early 1950s when he served in the U.S. Army during the Korean Conflict. When he returned, he pursued a career in the aviation industry.

He began his long ascent in the union in 1962 when he joined Trans World Airlines (TWA) as a mechanic in 1962. Within a few years, he became a steward and eventually was selected as grievance committee chair at his Local Lodge.

In 1986, Laws was a general chair when he had the opportunity to become president of District Lodge 142. Unfortunately, health issues forced him to retire from that position in 1988.

Laws and his wife, Peggy, enjoyed his retirement. They moved to Pomme de Terre, Mo., and he became worshipful master of Hogles

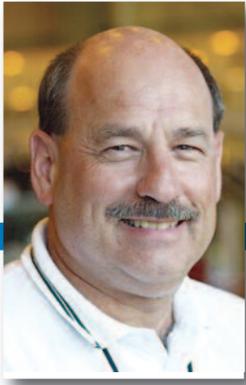
Creek at his Masonic lodge in Wheatland. He was also active in the Veterans of Foreign Wars in Galmey.

For a brief time he also lived in Sun City, Ariz., where he was active at the American Legion. He eventually returned to the Kansas City area, where he spent the rest of his life.

Those who knew Laws say he was the type of person anyone would want as a friend.

Bob Haynes, former secretary-treasurer of District Lodge 142 (1998-2008), said: “Laws was as bright as they come. If you didn’t get along with him, there was no way you could get along with anyone.”

Laws enjoyed spending time with his five grandchildren, Jessica, Annie, Samantha, Klint and Kaylee. Unfortunately, he didn’t get to meet his great-grandson, Levi, who was born just before the New Year.



Ground Safety Report

By Ron Miller, Ground Safety Committee Director

2015 Ground Safety Conference announced

Benjamin Franklin said, "An investment in knowledge pays the best interest." And Wilbur Wright affirmed, "It is possible to fly without motors, but not without knowledge and skill."

So it is with safety and health.

We routinely have to assess the many hazards and determine the "acceptable level of risk" in order to protect ourselves, our friends and our co-workers.

How can we understand the hazards around us if we do not have the knowledge of those hazards and especially how to best protect ourselves from those hazards?

This is especially important for those who represent others in protecting them from injury or illness!

Here's another quote, this time from Dean Hawkes: "Half the worry in the world is caused by people trying to make decisions before they have sufficient knowledge on which to base a decision."

District 142, as a part of the IAM Joint Air Transport Safety Committee, provides an annual opportunity to gain vital safety and health knowledge, networking and guidance on how to recognize hazards and the best prevention methods to keep ourselves and our fellow members from being injured on the job and at home.

The 2015 Ground Safety Training Conference, titled "Focus on Safety and Health: A Way of LIFE... A Way of LIVING," will take place the week of Aug. 9 at the IAM William W. Winpisinger Education and Technology Center in Maryland.

This training conference will cover safety and health subjects to help local lodge Ground Safety

Committees protect our members from being injured or becoming ill when on or off the job.

More information will be available as the agenda is confirmed, but this is shaping up to be our best conference yet. Because of the high demand, we have reserved the complete Winpisinger Training Center!

We are asking each local lodge to send at least one member to the conference and the entire Ground Safety Committee, if possible.

Plan now for August and respond early when the call letters go out.

If you are a member of your local Ground Safety Committee or if you would like to get involved, now is the time to talk to your executive board to plan for your attendance. Members of the corporate safety staffs from the many airlines where we work will also be involved, as will other safety and health professionals who will share their knowledge with us.

IAM participates in Ebola preparedness meeting

A meeting on Ebola preparedness was hosted by Karen B. DeSalvo, MD, MPH, MSc, acting assistant secretary for health at the U.S. Department of Health



William W. Winpisinger
Training and Education Center

and Human Services.

The half-day meeting included representatives from HHS, DOT, FAA, the White House and OSHA, along with the IAM, other labor unions and airline corporate safety representatives.

The participants discussed best practices for Ebola preparedness and response efforts specific to the airline industry and its employees, as well as preparedness for other diseases and blood-borne pathogens.

We are planning a follow-up meeting relating to ground workers and issues specific to them. We will report on this and other developments as they occur.

ASAP has opened a door for the Flight Attendant group

By Niko Pate, ExpressJet CRJ ASAP ERC Member

As a Flight Attendant for almost 30 years, I have seen and heard many people talk about change and what it takes to make things happen. ASAP is a tool for positive change.

I am proud to be a part of the process and see how it works from start to finish. Write-ups are followed with much interest and progress is made in a matter of hours.

ASAP helps us solve problems or learn about issues in the cabin, from flying with open write-ups concerning broken items to people not following procedures.

It clears up misunderstandings and helps the company track real types of operational problems, saving money and lives. Before ASAP, there was no paper trail.

With this program, Flight Attendants are responsive and do not hold back on correcting their actions or writing up in-flight occurrences that in past years could get a person disciplined or termi-

nated. It is a trust issue. ASAP works.

The company and IAM made the right move to participate together in this program. Everyone wants a safe environment to work in and ASAP gives us a better process to make sure our work place is safe.

I love the fact that the process of determining a quick response to a problem and finding a positive solution can be much quicker than it was under any program prior to ASAP. In the past, a problem might slip through the cracks. Now the outcome is a matter of directing attention toward making a change occur.

Finally, I think it gives Flight Attendants a voice to say we all are human and humans make mistakes, so let's focus on fixing those mistakes. Without ASAP, we would not have that voice heard to enable us to share what we learn.

It is a positive and great program, and I want all flight attendants to be aware of it!

Researchers Report:

Union members enjoy higher quality of life

Union members are more likely to feel satisfaction with their lives than their non-union counterparts.

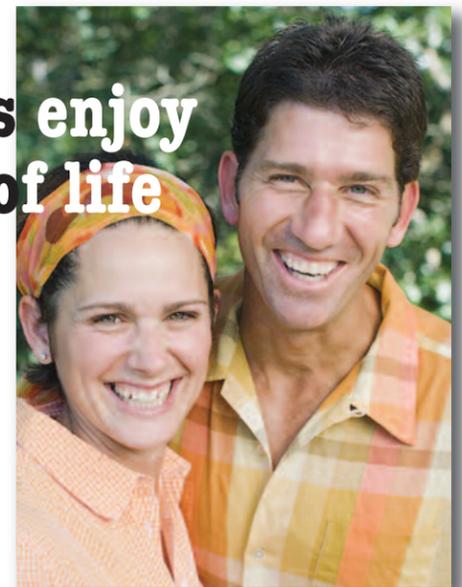
That is the conclusion reached by two researchers after studying the quality of life of working people.

Patrick Flavin and Gregory Shufeldt, assistant professors at Baylor University and the University of Arkansas respectively, said they used data from five different years between the 1980s and the mid-2000s to reach their conclusions.

The study found that American workers who are union members "are more satisfied with their lives than those who are not members and that the substantive effect of union membership on life satisfaction is large and rivals other common predictors of quality of life."

The researchers defined "quality of life" in such terms as:

- work environment satisfaction
- job security
- more opportunities for social interaction
- being associated with a more engaged democratic citizenship



Flavin and Shufeldt noted that union membership greatly improves a worker's ability to earn higher wages and enjoy a healthier lifestyle.

"Most of the widely known achievements of the American labor movement occurred nearly 100 years ago," they wrote. "We take many of these gains for granted, such as the 40-hour work week, child protection laws, the right to collectively bargain, etc.

"We believe labor unions still have an important role to play in promoting quality of life among citizens.

"Simply put, if one goal of labor unions is to boost the quality of life for their members, our study provides empirical evidence that they are succeeding."

Flight Safety Report

By John Hall, Flight Safety Director



IAM Hosts Aviation High School students

The Aviation High School in New York City is a unique school that prepares students for careers in aviation.

Those who graduate after four years of study are eligible to take the tests for either the airframe or power plant license. If a student elects to stay for a fifth year, he or she would be eligible to obtain both FAA licenses.

This school receives support from airlines, engine manufacturers and trade groups, and has partnered with several engineering universities in the Northeast.

The IAMAW donates toolboxes for some of the graduates and grants two scholarships yearly. We have also been hosting seniors for the past 11 years at the IAMAW's Winpisinger Education & Technology Center.

Early in March, Scott Orloff and I were privileged to host the students from Aviation High School at the Winpisinger Center.

On the first evening, the group was introduced to the benefits and security of belonging to a strong union. Scott and I spent most of the first day giving presentations on human factors in aviation, fatigue issues, the duties and re-

sponsibilities of a licensed A&P mechanic, aircraft accident investigations and the role of a Flight Safety Committee.

We brought in an inspector from Boeing who was there at a leadership class. She spoke about working in an aircraft manufacturing facility. We also discussed what it is like working in a hangar and in flight line environments, and about the tools they will need when starting their careers.

On their second day with us, the students toured the NTSB facility in Washington, D.C. They seemed most impressed with the NTSB's testing

laboratories. They also enjoyed a three-hour tour of the National Air and Space Museum.

On the last day we took the bus to the IAMAW's Grand Lodge Headquarters in Upper Marlboro, Md., where General Vice President of Transportation Sito Pantoja, himself an alumnus of Aviation High School, spoke at length with the students.

Scott and I were delighted to help these students at the Winpisinger Center, and were most impressed by their excitement and potential.

(Photos by Scott Orloff, former District 142 Flight Safety Committee Member)



Aviation High School Students



IAM Headquarters Boardroom

Fighting for representation

SOS group at Southwest wants to join IAM



In January, the Source of Support (SOS) group at Southwest Airlines filed for union representation rights with the National Mediation Board (NMB) so they can join the IAM. A wide majority of SOS employees signed IAM Authorization cards to show their support and interest in this filing for representation.

The SOS consists of nearly 100 advanced-level customer service employees who announced last December their intent to become part of

IAM District Lodge 142. At the time, other Southwest CSRs ratified an agreement that guarantees better job security and improved wages and health benefits.

IAM General Chair Debbie Aven, a 30-year union veteran, is helping the SOS group as it seeks the same class & craft recognition as CSRs with the NMB.

"Southwest disputes the 'class and craft' of the SOS group and feels they are not the same as CSRs, but should be considered office & clerical em-

ployees," Aven said.

"We feel differently and we are confident we'll be successful in getting them the recognition they deserve. We look forward to negotiating a better future for our soon to be SOS members with Southwest."

Aven describes the SOS group as an "upper layer" to the CSRs at the ticket counter and on the phones. When customers have issues with their reservations, they are redirected to the SOS group, which has a complete picture of the customer's trans-

action.

"CSRs don't see information like a customer's credit card number," Aven said.

"The SOS group does everything in its power to make the customer happy, even if that means issuing a refund."

The NMB is reviewing the SOS group's filing by the IAM and is said to issue a decision on its "class and craft" designation in the coming weeks. Developments to be featured in future issues of the *Observer*.



Louis L. Gray – Robert M. Moore – Frank Score 2015 Memorial Scholarship Awards

District Lodge 142 International Association of Machinists and Aerospace Workers

Rules and Regulations

AWARDS – The 2015 awards will consist of one (1) First Prize of \$2,500 and several \$1,000 scholarship awards. Awards may be used for tuition only and will be paid directly to the college or accredited institute of higher knowledge at which the awardee is accepted.

ELIGIBILITY – The Essay Competition is open to members in good standing of District 142 as of Feb. 1, 2015, who are not former recipients of a District 142 Scholarship Award and to 2015 graduating high school seniors who are legal children of members in good standing of District 142 as of Feb. 1, 2015.

TIMETABLE – The Essay Competition opened Feb. 1, 2015 and will end at midnight, March 28, 2015. Winners will be announced May 1, 2015.

ESSAY RULES – The subject of the Essay will be **“WHAT SHOULD LABOR LOOK FOR IN A PRESIDENTIAL**

CANDIDATE?” The Essay must be less than 1,000 words and must be typewritten on 8 1/2 x 11 paper. The title must be placed at the top of the paper. Entrant’s name or any other identifying marks will not appear on the Essay paper. A bibliography of sources for the Essay material must be attached to the Essay. All work must be the sole work of the entrant.

HANDLING – All Essays received become the property of District 142 and may be printed in the future using the contestant’s name. Upon receipt, Essays and application forms will be separated and numbered only for judging purposes. The Scholarship Committee will match winning Essays to the appropriate application. The winners will be screened by the Scholarship Committee.

JUDGING – The judges will be selected annually by the Scholarship Committee. They will not be mem-

bers of District 142. The decisions of the judges will be final. Essays will be judged on grammar, syntax, style, organization and content.

DISQUALIFICATION – Entrants must comply with all rules regarding the scholarship competition or be subject to disqualification. Disqualification will be made only by the majority vote of the Scholarship Committee and will be final and binding. Any information supplied by entrants found to be untrue will result in disqualification.

APPLICATION – Fully completed application forms must accompany all Essays. All applications must be sent by U.S. Mail to District Lodge 142 IAMAW, 400 N.E. 32nd St., Kansas City, MO 64116, and postmarked no later than midnight, March 28, 2015. **The word “SCHOLARSHIP” must be written in the lower left-hand corner of the envelope used to send in all entries.**

Tear off and mail this portion with your essay

2015 APPLICATION FORM

DISTRICT 142 MEMORIAL SCHOLARSHIP AWARDS — COMMEMORATING LOUIS L. GRAY — ROBERT M. MOORE — FRANK SCORE

Entrant’s Name (Mr. or Ms.) _____ Entrant’s SS# _____

Entrant’s Address _____ Entrant’s Email _____

Entrant’s Phone No. _____ College or School to be attended _____

Entrant’s Signature _____

IF A CHILD OF A MEMBER OF DISTRICT 142 LIST:

High School Graduating From _____ Graduation Date _____

High School Address _____

MEMBER INFORMATION:

Name _____ Card or Book No. _____

Address _____

Phone No. _____ Employer _____

TO BE COMPLETED BY FINANCIAL SECRETARY OF LOCAL LODGE:

Verification Statement: _____ is a member in good standing of Local Lodge _____ and of District 142 as of Feb. 1, 2015.

Signed by:

(SEAL)

Local Lodge Financial Secretary

Alert regarding recent data breach at Anthem Inc.

Anthem Inc., the country’s second-largest health insurer, recently announced that one of its databases was compromised by a sophisticated data breach. The stolen data includes millions of names, Social Security numbers and birth dates, among other personal information. Anthem believes that no private medical information was taken.

Current or former members of one of Anthem’s affiliated health plans

or other independent Blue Cross and Blue Shield plans may be impacted, and Anthem is providing identity protection services to them. For a listing of potentially impacted Anthem affiliated health plans and other Blue Cross and Blue Shield companies for which Anthem is providing this service, visit AnthemFacts.com. Anthem is a service provider to other group health plans and Blue Cross and Blue Shield plans across the country.

Anthem will mail notices to those whose information was stored in the hacked database. For more information, visit www.AnthemFacts.com or call (877) 263-7995.

Please be cautious if you receive calls or emails that appear to come from Anthem. These may be bogus communications from “phishers” looking to grab even more information.