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AMFA Honors Former National Director Key



AMFA National President Bret Oestreich (right) and Region I Director Earl Clark (left) presented former AMFA National Director Louie Key (center) the Association's prestigious O.V. Delle-Femine Regognition award at the November Joint Advisory Council Meeting in Tampa.

By Earl Clark, Region I Director

On November 29, AMFA convened its second Joint Advisory Council Meeting (JAC) of the year in Tampa. With AMFA leadership from around the system present, the National Executive Council took the opportunity to present Former National Director Mr. Louie Key with the Association's prestigious O.V. Delle-Femine Recognition Award.

This award was created in honor of AMFA's founder and first National Director O.V. Delle-Femine "Dell," and it is intended for people who exemplify outstanding and exceptional commitment in upholding the goals and objectives of this Association.

Louie was instrumental in bringing on AMFA to represent the craft at Alaska Airlines in 1998. His commitment to

his craft and AMFA continued, and he served in many leadership roles within the Association. In the early years, Louie served as an Airline Representative for Local 14 and then Region I Director where his vast amount of contract knowledge

made him instrumental in negotiations. He was also selected as chair for multiple committees. He served as an arbitration board member and was an aircraft accident investigator with the National Transportation Safety Board

in the investigation of Alaska Airlines Flight 261.

In 2008, Louie was selected to fill the vacated position of Assistant National Director for the remainder of the term and subsequently was elected to the position of National Director later that year. He served two terms, 2008-2016, and led the Association through very tough times after the loss of membership at Northwest Airlines, United Airlines, and Horizon Air.

In 2016, Louie was elected by the Joint Advisory Council (JAC) to the Aircraft Engineers International (AEI) Secretary of the Americas, transitioning to a position as AEI Vice President. Louie always strove to elevate our craft and profession. Congratulations Louie. We wish you the best in retirement.

Lampley Selected as AEI Secretary of the Americas

By Jay Johnson, National Secretary/Treasurer

On the agenda of the Association's second Joint Advisory Council (JAC), meeting of 2022 was selecting the next Aircraft Engineers International (AEI) Secretary of the Americas. As AMFA is currently the only AEI affiliate in North and South America, AMFA is able to select an AMFA member to fill this position. The JAC body selected Cameron

Lampley to fill this position.

Cameron has a degree in chemistry from Blinn College District of Texas. He started his aviation career at Aviation Technical Services (ATS) in Everett, Wash., and later moved on to Southwest Airlines in 2016.

See 'Lampley,' page 2

We have compiled a list of quick links and resources for AMFA members to find information on our website. Scan the QR Code to view.



Outgoing Secretary of the Americas Louie Key congratulates Cameron Lampley on his appointment

'Lampley,' continued from page 1

Cameron was elected as the AMFA Local 18 Secretary in January 2021 and has been an integral part of the Local Executive Council (LEC). Cameron and his father, Wayne Lampley, who currently serves as the Local 18 SWA Airline Representative, are very active within the Association.

If you see Cameron at the line or hanger in Houston, please congratulate him on this new assignment.

Elevating the Craft: Getting to the Finish Line

By: Rui Leonardo, Local 32 President

Years ago, I volunteered as a guide/instructor at a Repetitive Obstacle Performance Evaluation System (ROPES) course for teens. The program is an outdoor obstacle course that offers physical and mental challenges best solved through group decision-making and participation.

One day, a group of teenagers made their way through the challenge course arriving at the base of a 10-foot wall. Their instructions were to find a way, without outside equipment or help, to get every member of their 12-person team to scale the wall. On their first attempt, they hoisted up the lightest person on the team. Their intent was for him to lift all the others. Unfortunately, he quickly discovered he could not do it alone. After some struggle, he voiced his concerns to his teammates. The group then paused to reevaluate and formulated a new plan, involving a pyramid using everyone's efforts to get them all over the wall without relying on just one individual. The wisdom in this story is a timeless. What a great exam-

ple of how we accomplish more when we channel our inner creativity into a collective effort. This story similarly reflects a truth about how we, as Aircraft Maintenance Technician/Aircraft Maintenance Engineers (AMT/AME), might consider addressing the more significant challenge of advancing our profession in a society that does not outwardly celebrate the contributions of the blue-collar worker. This article is part of a series I plan to write over the next year, taking a deep dive into three concepts: self-respect, teamwork, and community. Ultimately, I plan to explore the question, "How do we, the AMT/AME professionals, elevate our craft?"

As with most things worth accomplishing, we must start with ourselves; this means internalizing a sense of respect for the profession of Aircraft Maintenance. As AMT/AMEs, that translates into respect for our profession, or "professional self-respect." If we are honest with ourselves, many of us may see that this does not come naturally, especially those who have grown up in environments that exclusively

celebrate the accomplishments of the white-collar worker. To assume, even unconsciously, that blue-collar work is less important or takes less skill or talent would be a mistake. Consider the many hours of classroom learning, testing, and experience required of each of us. Consider what you do every day, involving working per the manufacturer's maintenance manuals that include tasks related to wiring, computer interrogation, hydraulics, and multiple facets of plumbing, to name a few.

The list is long and comprehensive, and adapting quickly to each new maintenance demand requires a cognitive flexibility unique to this profession. We'll explore this more later, but for now let us recognize that our expertise is critical to the aircraft industry and celebrate our irreplaceable contributions.

After establishing a foundation of professional self-respect, we must reach out to our teammates for help

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and support. Although there are many ways of accomplishing this, one way is to put intention into building strong Locals. AMFA Locals are structured to represent specific regions across North America to meet the membership's needs within their jurisdiction.

To learn more, you can become a member of your local's website, allowing you to download the AMFA mobile App and to access information about what is happening in your region.

By signing up, you will have the contact information of your local executive officers, airline representatives, area representatives, and shop representatives. These contacts provide direct engagement with fellow team members, where you can voice your concerns and receive accurate and updated news. This line of communication connects individuals with others in your Local and the larger Aircraft Maintenance industry.

Finally, meaningful change occurs in the context of the community. As AMTs, we have historically not cultivated professional self-respect and a "team" mentality. Unfortunately, because of this, we have not seen the full effects of an Aircraft Maintenance "community."

There are many ways to build community, including supporting the AMFA Political Action Committee (PAC) efforts. For years, I have heard from many of our brothers and sisters how disappointing it is for our group to be left behind while pilots, dispatchers, and air traffic controllers have elevated their craft through public support and the passage of legislation. With the AMFA PAC, we have a seat at the table to influence Congress about issues important to our profession. One need not have a particular political affiliation to support PAC efforts. In this way, the collective "good" of the AMT community is advanced while our diversity is supported. I cannot think of a better

description of what it means to cultivate an Aircraft Maintenance community. But more on that later. For now, let us pause and contemplate that group of teenagers back at the ROPES course. They came up with a plan to conquer the wall and complete the entire course without sacrificing any one individual. Their teamwork allowed each of them to use their strengths and abilities to collectively solve the problem and complete the obstacles they faced. With each new challenge, the community they had formed became more creative, efficient, and effective in finding a solution. The result was a community of teenagers that my fellow ROPES course instructors and I deeply respected.

Let's come together in front of that wall and formulate a plan, not only to get over the wall, but also to get to the finish line as a team.

AMFA: There's an App for That

AMFA has a mobile device app for its members. Available for both Android and Apple tablets and phones, the app is a quick link to the latest news and information from your Union. With built in GrievTrac access, the app also gives our contract representatives private access to file grievances on behalf of our members.

In addition to being a great tool to get Association news, the AMFA app is a quick and easy way for members to access their AMFA Number. The AMFA app is only available for download from the AMFA National Website; it is not found on iTunes.

Scan the QR code to download your copy today.

If you encounter problems registering with the site or downloading the app, contact the AMFA National Office for assistance.





Knowledge - Skill - Integrity

2023

Scholarship

AMFA National is pleased to announce that it is accepting applications for its 2023 AMFA Scholarships. Scholarships will be awarded to three individuals in the amount of \$2,000, payable to each recipient's institution of higher learning. Those interested in obtaining the scholarship must follow the process listed below to be considered:

Qualifications:

- Applicant must be enrolled as a student in an A&P school or university attempting to obtain their A&P license
- Applicant must be a U.S. citizen
- Applicant must demonstrate a passion for the craft as demonstrated in a paragraph of why you deserve this scholarship and scholastic achievements / awards/ leadership experience in the application form

Application Process:

- Applications are found on the Workforce Development and Education page on the AMFA National website.
- Completed applications must be submitted to AMFA National via email to finance@amfanatl.org or fax to 303-362-7736, including:
 1. Application Form
 2. A paragraph of why you deserve this scholarship
 3. Applicant must send transcripts proving current enrollment and grades C or better
- Applications are due no later than February 28, 2023

Selection Process:

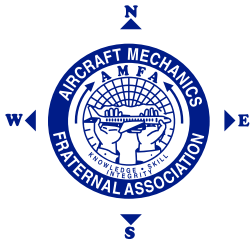
The Selection Committee, comprised of National Officers, will review applications and make recommendations for final approval by the National Executive Council (NEC).

Once a recipient is chosen and notified, the scholarship will be awarded and paid directly to their institute of higher learning.

Questions, contact the National Secretary/Treasurer at
Jay.Johnson@amfanatl.org or 720-744-6632.

HAPPY
New Year





AMFA National

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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, 2023, 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 2021 expenses was conducted and the fees paid by dues objectors in 2022 were 89.23% 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 priv-

ileges 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, 7853 E. Arapahoe Court, Suite 1100, Centennial, CO, 80112.