

# THE GRAPEVINE

VOL. 10 No. 1

AIRCRAFT MECHANICS FRATERNAL ASSOCIATION

JAN 2024

## Lampley Represents AMFA at AEI Congress

Cameron Lampley, an aircraft maintenance inspector in Houston and Local 18 Secretary represented AMFA as the Secretary of the Americas at the 51<sup>st</sup> Aircraft Engineers International (AEI) Annual Congress in Stavanger, Norway, in September. The Norsk Helikopteransattes Forbund—the Norwegian Helicopter Employees' Association—and the Norsk Flyteknikerorganisasjon—the Norwegian Flight Technicians Organization—co-hosted the congress. The AEI is the sole international organization for licensed aircraft engineers/ technicians designed to promote the licensed staff in maintenance and engineering.

The purpose of the Annual AEI Congress is to conduct association business, approve budgets, discuss affiliate business, conduct AEI officer elections, and provide reports from each region of the globe.

“As Secretary of the Americas, it was my duty to provide an update to the delegates and associates on the status of AMFA, the tasks we have accomplished as a union, our prospective goals, and our current hardships,” explains Lampley. “In my report, I updated AEI on the expansion of AMFA since we last convened, with the acquisition of L3 Harris and WestJet in Canada, and Spirit Airlines and Sun Country Airlines in the United States.”

Lampley says the delegates and associates were pleased to hear that

AMFA's negotiating teams were working to get the Aircraft Mechanics and Craft Related members from Spirit Airlines, L3 Harris, WestJet, Sun Country Airlines, and Alaska Airlines the contracts they deserve. “I also reported the news that our AMFA Government Affairs Director, Rob Cush, shared with me involving the government bills AMFA PAC has been able to advance. US H.R. 3935 and US Senate Bill 1939 both address safety concerns involving international outsourcing and help improve safety through FAA oversight, including unannounced safety inspec-



tions of foreign repair stations and better-quality Safety Management Systems.”

Lampley notes the US exercises the safest aircraft maintenance standards in the world, and says, “all US airlines should be mandated to adhere to the same safety standards regardless if

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## Leonardo Named 2022 Officer of the Year



The National Executive Council (NEC) presented Rui Leonardo with the Officer of the Year Award for 2022 at the Joint Advisory Council (JAC) meeting April 11, 2023. Rui started at Southwest Airlines in February 2000 as a Line Aircraft Technician at LAX and is now a Line RON Lead at LAS. In 2007, after becoming a Shop Representative, Rui became actively involved with AMFA Local 32 rising through the ranks to become the Local 32 President in 2019.

From January through April 2022, Rui served as the interim AMFA National Vice President. He assisted AMFA National with organizing drives at Sun Country Airlines and Spirit Airlines in the United States and L3 Harris MAS and WestJet in Canada.

“His dedication to AMFA, his Local, and our craft and class is exceptional,” says Jay Johnson, AMFA National Secretary/Treasurer. “This award is well deserved.”

# Pelletier Recognized for 20 Years of Service to AMFA



Ryanne Pelletier is responsible for the organization's day-to-day operations. For the past 20 years at AMFA, Ryanne has helped the labor union

safeguard continuity amid leadership changes, trained new employees, oversaw the administration of elections, ensured compliance with government regulations, streamlined data management, and tended to members' needs. Ryanne's attention to detail is exemplary.

"Ryanne's service to AMFA members is invaluable," says Jarod Mills, AMFA Rules Committee member. "Her historical and institutional knowledge is unsurpassed. We couldn't do it without her."

Prior to joining AMFA, Ryanne interned for Governor Jeanne Shaheen in the Department of Citizen Affairs, earning high praise for her ability to work efficiently, responsibly, and with little direct supervision. Ryanne then went on to work for McCormick Advisory Group (MAG), a service contractor working for AMFA. She quickly acquired expertise in compliance with the policy and procedures associated with the election of union officials and also played an integral role in a major software transition of AMFA's membership database. After a merger eliminated her position at



Charlene Pelland, AMFA founder O.V. Delle-Femine, and Ryanne Pelletier.

MAG, AMFA chose to hire her to work directly for them.

"Ryanne is a professional of the highest competence and prudence," said AMFA Attorney Lee Seham. "Her tenure affords AMFA a living history that few others possess. Beyond her talents and experience, she evinces a deep emotional attachment to AMFA comparable to the devotion shown by our founder O.V. Delle-Femine. Her dedicated service is born of the fact that she loves this union and what it stands for."

Ryanne was recently recognized for her 20 years of service to AMFA. Over the years, she has received numerous accolades, including the recent recognition from the Women We Admire as a member of its 2023 Top 50 Women Leaders of New Hampshire.

"I have had the pleasure of working with Ryanne for the past eight years," says Jay Johnson, AMFA National Secretary/Treasurer. "Her attention to detail and unwavering commitment to our association is unparalleled. Congratulations on reaching 20 years of service. This milestone is not just a testament to time served, but is a legacy of excellence."



AMFA National Secretary/Treasurer Jay Johnson presented Ryanne Pelletier with an award for 20 years of service at the union's 2023 meeting.

## AMFA PAC: Invest in Your Future

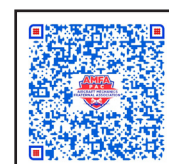
As the saying goes: "If you aren't at the table, you're on the menu." Our non-partisan political action committee allows us to be at the table for the issues that matter most to our members and allows us to fight for our craft.

2024 will be another busy year for the PAC, with the FAA reauthorization still awaiting Senate clearance and the final combined draft from both chambers. As the bill progresses toward final resolution, we must continue monitoring the final language. Our fight for meaningful workforce development, foreign outsourcing protections, and SIDA badge efficiencies will be ongoing throughout the first half of the year.

The most powerful tool we have in our arsenal is your AMFA PAC. This allows us front-row access to the most powerful legislators who are deciding our future. AMFA PAC has a bustling

year in store, with events lined up with top Senators and members of the US House. We also have plans to introduce our first Legislator of the Year Award for the 2023 year. But these opportunities do not exist without your support!

Every AMFA member must invest in their future and support our PAC today. Even \$10 a month makes a difference. Scan the QR codes below (SWA for payroll deduction and the other for Alaska, Horizon, Spirit, and Sun Country).



SWA Payroll deduction



All other Members

# Lampley Addresses AEI Congress

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their maintenance is performed at a domestic or foreign repair station.”

Echoing the problems that all other regions have been struggling with, Lampley says he spoke of the labor shortages for certified aircraft maintenance engineers since COVID 19. “AEI has seen companies fight over the remaining technicians that did not take the early retirement packages that were offered at almost every large airline,” he says. “A shortage of AMTs is not only a labor issue but a safety issue as well. AMFA supports the inclusion of language in legislation to help bridge the impending shortage gap and has been doing everything in its power to address the shortfalls faced by our members and craft while also fighting for industry leading work rules and pay at all AMFA represented carriers.”

During the Congress, Lampley was introduced to a guest speaker from the European Union Aviation Safety Agency (EASA), which is a government agency similar to the FAA in the United States, Eugenia Diaz Alcazar. Alcazar is the Head of Department for Maintenance and Production within EASA and presented a road map of organization’s plans for

the future. As EASA works to improve the licensing process in Europe, Alcazar disclosed their plan to move to a completely electronic license. Lampley says long discussion ensued over the potential risks and logistical problems with the implementation of an electronic certificate that would need to be accessed on a mobile device to complete daily tasks. Arguments against the idea consisted of the risks of accessing the license from remote locations with sparse cellular signals, potential fraud in the event of a hack, and the possibility of accidental decertification due to the fact that EASA would have full control over the electronic database.

“I implore all our members to consider these risks in the event that our FAA decides to follow suit in their implementation of an electronic license so we can be prepared against any potential negatives,” says Lampley.

“I was extremely honored to be able to attend this Congress on behalf of our members and provide our National Committee with the knowledge they need to keep fighting for you. I would also like to thank all of the officers and committee members that provided me with the information I needed to conduct business with AEI. I look forward to representing our members at the next Congress, which will be held in Sydney, Australia.”

## 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

2024

# Scholarship

AMFA National is pleased to announce that it is accepting applications for its 2024 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, university or a Transport Canada approved college attempting to obtain their A&P/AME license
- Applicant must be a U.S./Canadian 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](mailto: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, 2024

### 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](mailto:Jay.Johnson@amfanatl.org) or 720-744-6632.

# Self-Respect for the AMT/AME

By Rui Leonardo, Local 32 President

As I've gotten older, my thoughts on self-respect in the realm of AMT/AME have evolved to mean vastly different things from when I was younger. Now, self-respect means fostering an appreciation and acceptance of my distinct talents and strengths. It's not about comparing myself to others or about claiming superiority over others; instead, it involves recognizing the value of myself and my contributions to the aircraft industry. It's come to mean that I can acknowledge the myriad skills that I have that can collectively ensure safe flights for the public and ethical, profitable operations for our employers. While not everyone in the aircraft maintenance community may fully recognize our worth, we must appreciate our unique role as AMTs/ AMEs, even in the face of challenges from larger companies or industrial unions. Shifting our mindset is crucial; we are skilled professionals vital to the safety of millions of air travelers. Let's take a moment to recognize the inherent intelligence, education, and ethical responsibilities that define AMEs/AMTs.

## Unique Type of Intelligence:

My wife often praises me for my practical and creative intelligence, or what she fondly refers to as "common sense." She's said she wants to be on my team if we were left to fend for ourselves in the wilderness.

Renowned psychologist Robert Sternberg's Triarchic Theory of Intelligence identifies three primary types of intelligence: analytical, practical, and creative. While many professions emphasize analytical intelligence, as AMT/AMEs, we possess both practical and creative intelligence, often under-

estimated in other fields. Our ability to solve puzzles efficiently, adapt to various demands, and stay focused on tasks that demand quick solutions showcases our versatility and adaptability. Undoubtedly, our job demands a high level of intelligence and resolve.

## Educational Steps to Qualify as an AMT/AME:

Becoming an AMT/AME involves a rigorous process, requiring specialized training and education. From airframe and powerplant-certified schools to comprehensive tests and hands-on practical exams, the journey is both challenging and rewarding. In Canada, apprenticeship and logbook completion are integral, demonstrating a commitment to learning and honing skills. The culmination is obtaining an AME license through exams and meeting stringent requirements. This educational journey underscores the unique training and commitment required to excel in our profession.

## Responsibility:

With privilege comes responsibility. As AMTs, we play a crucial role in ensuring the safety of air travel. Our Code of Ethics/Conduct emphasizes the sacred trust we hold, pledging to prioritize safety

and exercise judgment in our work. Our responsibility extends beyond personal gain, emphasizing the importance of adhering to ethical standards and never compromising on safety. We must continually uphold these precepts for the advancement of aviation and the dignity of our vocation.

Being an AMT/AME is a profession that demands innate intelligence, acquired skills, and a profound sense of responsibility. Let's not forget the qualifications we've earned and the significance of our unique skills to the aircraft industry. As AMFA elevates our craft, let's individually contribute by raising our self-awareness and respecting our value to the flying public.



## MECHANIC'S CREED

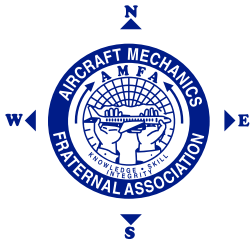
Upon my honor I swear that I shall hold in sacred trust the rights and privileges conferred upon me as a certified mechanic. Knowing full well that the safety and lives of others are dependent upon my skill and judgment, I shall never knowingly subject others to risks which I would not be willing to assume for myself, or for those dear to me.

In discharging this trust, I pledge myself never to undertake work or approve work which I feel to be beyond the limits of my knowledge; nor shall I allow any non-certificated superior to persuade me to approve aircraft or equipment as airworthy against my better judgment; nor shall I permit my judgment to be influenced by money or other personal gain; nor shall I pass as airworthy aircraft or equipment about which I am in doubt, either as a result of direct inspection or uncertainty regarding the ability of others who have worked on it to accomplish their work satisfactorily.

I realize the grave responsibility which is mine as a certified airman, to exercise my judgment on the airworthiness of aircraft and equipment. I, therefore, pledge unyielding adherence to these precepts for the advancement of aviation and for the dignity of my vocation.

A copy of this creed suitable for framing will be sent to any mechanic who sends his name and address to Flight Safety Foundation, Inc., 471 Park Avenue, New York 22, New York.

*Image Credit: Aviation Mechanics Bulletin (May/June 1953), Flight Safety Foundation Jerry Lederer Aviation Safety Library, Embry-Riddle Aeronautical University*



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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, 2024, 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 2022 expenses was conducted and the fees paid by dues objectors in 2023 were 89.40% 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. The 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, 7853 E. Arapahoe Court, Suite 1100, Centennial, CO, 80112.