



IAM & Job Security

Thanks to those who contacted us following our last week's email. The IAM looks forward to developing a dialogue with all interested service contractors and it looks like we're off to a good start.

This week we'd like to offer a foundation-first look at what IAM representation can offer you and your family – Job Security. After all, if you don't have a job, increased pay and benefits don't apply. ([Job Security video](#))

There are three ways the IAM promotes job security. First, as a contractor, you may face a successor employer. Your current employer may lose the government contract and, if that happens, without the IAM you will be at the mercy of the successor employer. A successor employer does not have to hire the existing workforce nor pay the wages and benefits of the original employer.

With IAM representation, you are [legally guaranteed that your wages and benefits go forward](#) to the successor employer for one year and that the successor can not underbid the union contract wages and benefits. In other words, any employer who seeks to take the government contract from the existing employer, must bid at the union negotiated pay and benefit levels. Then, during that first year under your new employer, the IAM will reorganize to retain your bargaining rights. Often, succession is a simple process of the IAM negotiating a "bridge agreement" that makes for a seamless transition.

Second, when you work in an IAM-represented job, you have an independent voice to protect you from employer abuse. Without the IAM, you are an [at-will employee](#). This simply means that you can be let go or demoted or reassigned without practical recourse. The IAM levels the playing field at work and allows employees to have "a day in court" before an impartial arbitrator whose decision is final and binding and enforceable in a court of law. The IAM can't save a "bad employee," but we can make sure that everyone is treated fairly and that the employer takes actions that conform to the high standards recognized in modern contract employment law.

Third, as a contractor – like it or not – you are subject to the fiscal and political whims of the Federal government. With the IAM, you get a [strong and recognized voice](#) in the Administration and on Capitol Hill. Companies with government contracts often come to the IAM for assistance in getting their message to the halls of Congress. If our members are threatened by government action or inaction, we will take your case to the decision-makers and the people who can promote your interests.

Find out more at [FAA Round-Up](#) on our [GOIAM webpage](#). Click through the videos and Frequently Asked Questions (FAQs) and sign a union card to get the ball rolling. If you have other questions, please send them to organize@iamaw.org.

Contact the IAM via US Mail, phone, or email.
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