



## Job Classifications & the IAM

Another question often asked is: Which job classifications can be represented by the IAM and bargain with their employer? So, here again is a short answer.

Let's start by listing who cannot be represented. That list includes: supervisors, managers and uniformed security personnel. Basically, all other service contract employees are eligible for representation including "professional" and nonprofessional employees.

Under the [National Labor Relations Act](#), the question of "who is a professional?" is subject to a [complex legal definition](#). When all is said and done, the definition of "professional" typically boils down to this: Classifications that require at least a 4-year college degree are generally considered professionals. For example: lawyers, CPAs, engineers, physicians and nurses are professionals. Air traffic controllers, computer programmers, instructors and administrative employees are not considered professionals under the law.

Professional employees are restricted in their ability to "pass-through" salary and benefits to the Federal government but they can be represented and provided the same protections as all other eligible employees. The bargaining parameters for service contract professionals are the same as bargaining for any other private sector employees – wages, benefits and working conditions. We'll explore service contract bargaining parameters in future communications.

You can get in touch at [organize@iamaw.org](mailto:organize@iamaw.org) or by calling (301) 967-4752. For more information checkout [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.

Contact the IAM via US Mail, phone, or email.  
The International Association of Machinists and Aerospace Workers  
9000 Machinists Place, Upper Marlboro, Maryland 20772-2687  
301.967.4752 | [organize@iamaw.org](mailto:organize@iamaw.org) [www.goiam.org](http://www.goiam.org)