



Union Mileposts

Service contractors need to be aware of a deadline – October 1, 2011. This is *typically* the anniversary date of a government contract. This date is important because your employer will need to modify your government contract thirty days in advance in order to pass through your new IAM-negotiated wages and benefits.

If we miss the October 1, 2011 deadline, you can still have IAM protection this year but monetary and benefit changes might not take effect until October 1, 2012. Again, this presumes your government contract has an October 1 anniversary date. Here's the way it works.

Your DoL Wage Determination will be replaced by the union contract. The union contract sets your new levels of compensation and benefits and the Federal government's reimbursement requirements. This change requires your employer to *modify the existing government contract*. This is done with a letter to the FAA attaching the new union agreement. This must be done a minimum of thirty days in advance of the anniversary date of the government contract – *usually*, October 1.

Why should you care about an October deadline when it's only April? Well, let's look at the union mileposts counting backward from October 1.

* By late August the employer will need a "ratified copy of the union contract" to attach to their letter requesting modification. (Thirty day modification requirement.)

* This means that, by the first week of August, union members should have the proposed union contract to review before voting on ratification.

(Remember: all IAM contracts are ratified by IAM members.)

* So, this means that bargaining with the employer should begin no later than early July. (Bargaining probably won't take but a week or two but this provides a margin.)

Now, to get to this point – the point where you are negotiating with your employer – we need to win an election. To have the government conduct a secret-ballot election in your workplace we first have to gather a sufficient “showing of interest.” A showing of interest is demonstrated by you and your coworkers signing union authorization cards. After we've submitted the petition to the National Labor Relations Board (NLRB) and the NLRB orders an election, there is typically a six week lag which puts us into mid-May for filing our petition. So, you can see why there's a bit of urgency here in early April.

If you miss the October 1, 2011 deadline, all is not lost. Your union contract with its job protection measures, grievance procedures and fairness language can go into effect at any time. But, items that fall into the “recoverable” category – wages, benefits, retirement, etc. – will be set to go into effect in October 2012 or the earliest your employer can recover them from the Federal government.

The bottom-line is that this rather technical communication is meant to convey a sense of manageable urgency. We feel it's best to convey the facts even when they are complex. As we've said before, the IAM has had decades of experience with government service contracts. We represent more service contractors than any other union in North America. We are capable partners in optimizing your market value, negotiating wages and benefits and navigating the details of pass-through, recoverability and government timelines. 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.
The International Association of Machinists and Aerospace Workers
9000 Machinists Place, Upper Marlboro, Maryland 20772-2687
301.967.4752 | organize@iamaw.org | www.goiam.org

To unsubscribe, [click here](#)