

Swedwood Campaign Update

Inside this issue:

Will You be next?	2
OSHA	2
Promotions	2
IKEA/BWI	3
Bengt-your friend	4

Special points of interest:

- Our members maintain the space shuttle, build Harley-Davidson's, and Boeing jets.
- We defend and keep jobs in America
- We support hunting and fishing rights.

Friends and Neighbors demonstrate support

Three weeks ago workers, friends, retirees, and neighbors showed up to demonstrate support for your fight for fairness. For every worker holding a sign about 100 others were at work themselves or they would have been standing up for your fight too.



These retired workers know what it is like to retire with a union pension and to have an extensive network of union members to help in cases of emergency. The workers who gave up time from their busy lives to stand up for you know that this fight for fairness is about more than your hours, wages, and working conditions.

It is about your family, your community and your future.

By joining the fight for fairness you not only put an end to supervisor game playing and bullying but you build a union that will be around for generations to help Danville grow, and to protect you and your family from many of

management's worst decisions.

While unions can not stop corporate greed or management stupidity, unions have a long and effective record of making the workplace fair, and helping to make sure that when you get sick or when you retire you have help and are not alone.

A T-shirt, A Lunch, and No Weekend

When is free not free? When you pay for it with 10 hour shifts and forced weekend work.

To make up for lost production and to buy your "free" T-shirt and pay for your lunch you had to

work longer hours. Some will get much needed overtime, others will work overtime that they would rather spend with their family. But the fact remains, wage rates are lower now than they were when the operation was

planned and while you are producing more you are all making less.

IKEA day was pleasant and better than a day at work but how many times should you have to pay for it?

Classifications Not Accurate

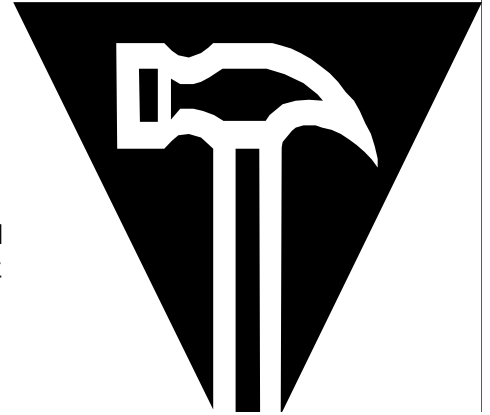
The Machinists Union knows that when your job classification isn't accurate neither is your pay or your job responsibilities. Without clear job descriptions others can get in the way and make your job both more difficult and less safe.

Swedwood job classifications for Maintenance Workers are especially confusing and do not recognize your individual skills. As the article below demonstrates wages and responsibilities need to be related to your knowledge, skills,

and abilities.

When you form your bargaining team to develop your first contract you need to make sure that your contract recognizes and rewards your skills. It should also have built in promotions and training procedures making it easier for you to not only get your journeymen's card but your pay and responsibilities should reflect this.

We also promote recognition and reward



***In your hands- a tool.
In the boss's hand-a weapon***

for picking up additional skills outside of your immediate area of specialty.

Union machinists retire with a pension that enable them to live their older years with dignity.

“Telling a worker afraid of being fired to “work faster” is the same as saying forget about safety”

Lockheed Machinists make gains.

Members of Local 794 who are employed by Lockheed Martin Training Solutions, Inc. at Kirtland AFB in Albuquerque, NM, have ratified a new three-year agreement with a 92 percent acceptance vote.

Highlights of the Service

Contract agreement include a 9% general wage increase in the first year, followed by 3% raises in the second and third years.

Under the new contract, the number of Shop Stewards was doubled from two to four, all outstanding grievances

were settled, shift differential was increased to \$4 and flight pay premiums were set at \$5.25 and \$3, depending on crew positions.

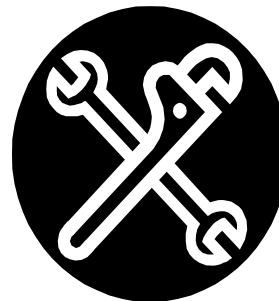
These members know it pays to be union!

Minnesota Machinists Win!

Members of Twin Cities Automotive Lodge 737 in St. Paul-Minneapolis, MN, ratified a new three-year agreement with the St. Paul Automobile Dealers Association. There are 545 members in Local 737 at 22 locations in the St. Paul - Minneapolis, MN metro

area.

The new agreement includes a two percent general wage increase each year, significant employer contributions to the health



***The IAMAW Union is
a tool
for fairness***

and welfare trust each year and an increased employer contribution to the IAM National Pension Fund in each year of the three-year agreement.

Promotions not following guidelines

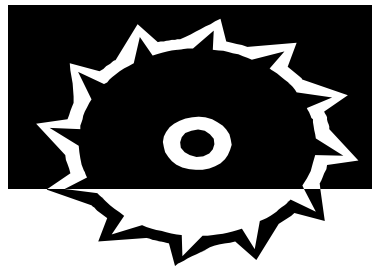
According to the Swedwood Manual seniority is supposed to be an important consideration in promotions. It clearly is not. Promotions are not given based on seniority or on ability but rather on who you know. In some Departments the quickest way to get a point and or a "write-up" is to seek a promotion.

When some supervisor learns you are seeking a promotion, they write you up for some thing, anything and then later use the

"write-up" to justify you not getting a promotion. This is unfair.

A Machinists Union contract will set out strict criteria for promotions. What many of our members prefer is to have a system where the most senior gets the first training opportuni-

ties and then gets the first vacancy to prove they can do the job. If they can do the job after being trained then they get the job. This puts an end to favoritism and game playing by supervisors and makes sure that Swedwood gets qualified and experienced workers. This also reduces turn-over and reduces training costs for Swedwood while increasing productivity without forcing you to work longer hours or harder. IAM members work smarter.



IKEA CEO and BWI to meet.

The CEO of IKEA International and the head of Builders and Woodworkers International, Ambet Yuson will meet soon to discuss the abuse at Swedwood. IKEA today believes what its managers are telling them. They do

not believe what you are telling them.

IKEA does not believe:

- There are many injuries at Swedwood.
- Supervisors are playing games and treating you without respect.

- You are being fired unfairly and without just cause.
- You want to be represented by the Machinists Union.

Only by signing the authorization can you change any of this.

"IKEA does not believe there are many injuries and that you are being fired for getting injured"

Machinists Union Fight to Save Space Shuttle

The Senate Appropriations Committee this week voted unanimously to reinforce a current law requiring congressional approval before cutting funds for the Constellation program.

The amendment mandates that funds budgeted for Constellation in fiscal 2010 must be used for

the program, and that contracts may not be terminated by NASA during the fiscal year.

The Obama administration supports a plan to end the Constellation program and shift much of NASA's

budget to outside contractors. Additionally, the President's plan to ferry astronauts to the international space station was sharply criticized by the IAM in a series of public events that highlighted the economic and national security importance of a NASA-based space program.



IAMAW MACHINISTS UNION "FIGHT FOR FAIRNESS"

IAMAW
Woodworkers Department
9000 Machinists Place
Upper Marlboro, MD
20772

**Fight For
Fairness**



Protect your future,
Join the Machinists

Bengt Lundgren, a workers friend?

A recent story in the Danville Bee makes it sound like Bengt is your friend (see quote). We can only imagine what this quote means.

Does it mean he's *developing* Ben's throwing arm so that he can throw boards

at us with better form?

Perhaps its means telling us on Friday that we have to work on Sunday so that we can only *dream* about being with our families on week ends.

The sky's the limit when it comes to take always.

Now imagine if you could actually have the power to turn Bengt's fine sounding words into reality.

If you had the protection of a union con-

tract to force training programs for promotions. Be able to be guaranteed a promotion after you were trained. Perhaps being able to have the union file a grievance against Ben for his outrageous and disrespectful behavior.

You can make your future the one Bengt talks about or you can continue to risk being fired and wait for the next take away.

It s up to you.

"If you're going to grow a company, it's all about people. I like to develop people. I like to see people grow," Lundgren said. "I like to get people to do what they never could dream about ... the sky is the limit."

Bengt Lundgren

