



## Reductions-in-Force

There's nothing good to say about a Reduction-in-Force (RIF). You can call it a furlough, a lay-off, a "right-sizing" or anything else but it still feels the same if you're on the receiving end – lousy. And, it feels even worse when it's imposed for no other reason than political maneuvering.

Frankly, the IAM has one of the most respected lobbies in Washington when it comes to aviation and air traffic. We are always deeply involved in FAA authorizations and this go-round has been no exception. Our thousands of members who work for the airlines and aircraft manufacturers and the FAA as Federals and contractors have a right to be heard. We do more than any other union to present their message loud and clear. But, sometimes – like now – the Congress is beyond reason. Unfortunately, we don't control that.

So, when the worst does happen, what can the IAM offer? For starters, all IAM collective bargaining agreements have language that spells out how a RIF is to be conducted. Those agreements can include: severance pay, seniority rights, recall rights, make up pay and minimum notification requirements. Basically, our agreements are thought-through in advance so that you get a fair-shake if the worst comes true.

Here's hoping that the politicians come their senses soon and everyone gets back to the important work that they should be doing. Best of luck to the employees and their families who have been displaced by this sorry, uncalled-for episode.

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](mailto:organize@iamaw.org).

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