



## The Case for IAM Representation

The word *Representation* is an abstract concept. It lacks emotional content and, in the context of “union representation,” it’s a rather dry legal concept. But the effect representation has on people’s lives is far from detached. IAM representation means peace of mind, job security and a powerful voice where it counts the most – at the bargaining table, on the job and in the community. You can [view our FAA contractor members talking about this](#) on the FAA Round-Up webpage.

The [National Labor Relations Act \(NLRA\)](#) defines representation with two entries in Sec. 2. [§152.]:


(4) The term "representatives" includes any individual or labor organization.

(5) The term "labor organization" means any organization of any kind, or any agency or employee representation committee or plan, in which employees participate and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work.

The IAM “defines” representation as supporting our members with access to powerful resources that no individual employee can muster on their own. The first order of business on the road to IAM representation is to win a “representation election” as set forward in the [National Labor Relations Board’s \(NLRB\) secret ballot procedure](#). From there we bargain a negotiated agreement that can be enforced in a court of law. Then, representation can start in earnest because you will no longer be an “[at will employee](#)” and your wages, benefits and working conditions will be assured in writing.

So, if you need a synonym for representation, think “empower.” The IAM has decades of experience with government service contracts. We *empower* 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 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](mailto:organize@iamaw.org).



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