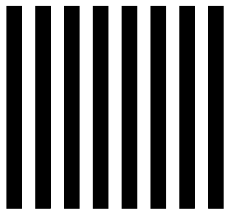


**"YOU are the union.
YOU have a voice."**

**-Tess Kelley
Flight Service Specialist**

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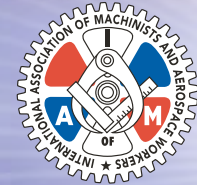


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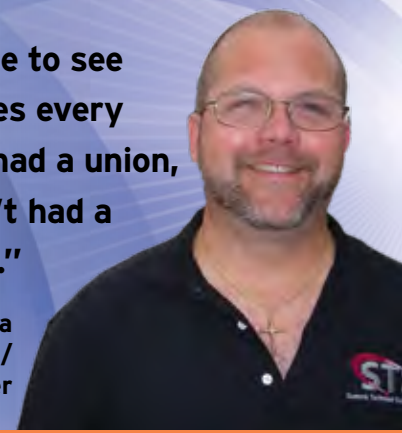
JOIN the IAM





“The IAM was able to see that we got raises every year. Before we had a union, most of us hadn’t had a raise in 13 years.”

**–Rob Stavinoha
MMAC - Mail/
Distribution Center**



Take the first step toward job security,

higher wages, better benefits and dignity.

As an FAA service contractor you are highly trained and have valuable skills. With the IAM, you can optimize the market value of those skills. With the IAM, you can leverage your talents by joining together with your co-workers to secure your job, improve your wages and benefits and gain a voice at work. Thousands of FAA service contract employees have already joined the IAM and made their lives better. Here are some reasons they joined the IAM and you should, too:

Job Security

IAM collective bargaining agreements contain protections from employer-changeovers, layoffs and unwarranted discipline or discharge. If something unexpected happens, the IAM is there to represent your interests and ensure that you get your “day in court” before an impartial arbitrator.

Higher Wages

By law, a service contract employee must receive minimum pay and benefits as set by the Department of Labor (DoL) Wage Determination for their classification. But that changes for the better when you vote for the IAM. Once the IAM is certified to represent you and you conclude negotiations, the union collective bargaining agreement will set your wages and benefits and *your employer will be reimbursed at the union rate!* So, there’s no competitive disadvantage for the employer because any *would-be successor employer must bid on your work at the union rate.* **The IAM represents more service contract employees than any other union in North America.** In our experience, DoL Wage Determinations are often out-of-date and significantly behind actual labor market valuations.

Better Benefits

As with wages, your benefits—health and life insurance, pension plan, 401(k), vacation time and sick days—are subject to negotiations. Also subject to negotiations are: special allowances for required clothing and equipment, shift premium pay and overtime. If it’s in the union contract, it replaces the Wage Determination and becomes the new rate of reimbursement for the employer.

A Voice on the Job

As an IAM member, you will have a written legal document on your side that spells out how you should be treated on the job, your collective bargaining agreement. This document will elevate you to an equal footing with your employer and ensure you are treated fairly and your voice is heard. Your union will develop a democratically elected leadership corps that will be your frontline of support. These union officers and stewards will be trained at our state-of-the-art facility the William W. Winpisinger Center.

More Information

To view personal accounts of how the IAM has changed the lives of FAA service contractors for the better, go to the **FAA Round-Up** on www.goiam.org or call (301) 967-4752. If you’d like to send an email, address it to organize@iamaw.org or fill out the online survey and contact form at FAA Round-up.



PLEASE SIGN AND RETURN THE ATTACHED CARD.



YES, I want the IAM

I, the undersigned, an employee of

hereby authorize the International Association of Machinists and Aerospace Workers (IAM) to act as my collective bargaining agent with the company for better wages, hours and working conditions.

FIRST NAME _____ MI _____ LAST NAME _____

ADDRESS _____

CITY _____

STATE _____ ZIP _____

PERSONAL EMAIL _____

DEPT. _____

SHIFT _____ PHONE _____

CLASSIFICATION _____

BLDG _____ HOURLY RATE _____

SIGNATURE _____ DATE _____

FOLD HERE AND TAPE CLOSED TO RETURN

Note: This authorization card is to be signed and dated in employee’s own handwriting. Your right to sign this confidential card is protected by Federal Law.