

The IAM and FLVS

The IAM and FLVS from three perspectives.

- Who is the IAM?
- Your questions
- Where do we go from here?

Who are the Machinists?



IAM HQ (Grand Lodge)



Steven Hantzis, IAM Grand Lodge Representative



Who are the Machinists?

- The Machinists Union (IAM) is one of the oldest unions in North America.
- We presently have over 680,000 members in occupations as varied as railroad machinists (our original founders in 1888) to air traffic controllers and nurses and doctors at VA Hospitals.
- Today, the IAM is one of the leading technology unions in North America.

Who are the Machinists?

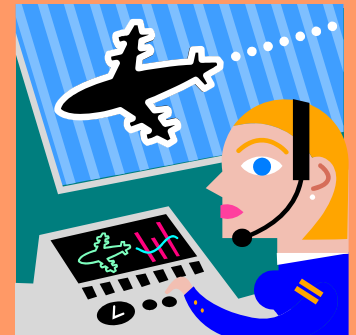
- In Florida, besides representing the majority of air transport employees at commercial airports and private aviation air traffic controllers.
- We also represent over 6,000 workers at Cape Kennedy, another 4,000 at Disney World, and the instructors at Embry Riddle Aeronautical University in Daytona Beach. Our diversity is our strength.

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How old is the IAM and how big are they?

- Since 1888, we've diversified – but the name has remained.
- We have major membership concentrations in air transport and aerospace manufacturing.
- We have hundreds of high tech flight simulation instructors under Federal government service contracts.



How is the IAM organized and what kind of voice will I have in my new union?



IAM 101 – How is the IAM organized and what kind of voice will I have in my new union?

- The IAM viewed from top to bottom looks like this:
- All members of the IAM belong to local unions. Members elect their leadership in accordance with local and district bylaws and the Grand Lodge Constitution.
- Members ratify their collective bargaining agreement.

Grand Lodge

Territories

Districts

Locals

Members

Why are the “Machinists” interested in representing teachers?



Why are the “Machinists” interested in representing teachers?

- First, you’re not just teachers and staff, you’re *virtual* teachers.
- Virtual schools are employers of the future.
- FLVS employees have skill-sets that benefit the union.



How will a “virtual” union work?





How will a “virtual” union work?

- Our commitment to electronic communications and virtual participation is unparalleled in the labor movement.
- We look forward to working with FLVS teachers to build one of the most modern rank-and-file democracies in America.
- We also recognize the ultimate value of face-to-face interaction and encourage you to check out our state of the art education center at <http://winpisinger.iamaw.org/>.
- Courses at the center are free for our members and many earn college credits.

Your Questions



Can I get fired if I join the union?

- The short answer is no.
- You can't be fired because you support the union, either because you:
 - Sign a union card to ask for an election or; later,
 - If you join as a member.

Can I get fired if I join the union?

- The Practical Handbook to Florida's Public Employment Collective Bargaining Law states that employees have the “the right to choose to participate in employee organizations for the purposes of collective bargaining . . .”
- Specifically, employees have the right to:
 - To form, join, and participate in employee organizations.
 - To negotiate collectively about wages, hours, and terms and conditions of employment.
 - To be represented in grievances.
 - To act together to help or protect each other by legal means other than a strike.
 - To refuse to take any action in support of an employee organization.
- Finally, the Handbook states: “Employees may not be discharged for trying to organize a new employee organization.”

Can I join anonymously?

- The showing of interest card that we are asking employees to sign is confidential and will not be seen by the employer.
- But, the showing of interest card is not IAM membership. The showing of interest card will be used to file for an election that will be conducted by the PERB.

Can I join anonymously? (cont.)

- IAM membership will come after we win the election and will be voluntary.
- If you want to pay your dues in cash, the employer will not need to know you are a member. But, if you have dues withheld from your paycheck, obviously the employer will know. Either way, the employer cannot discriminate against you because of union membership.

Dues



- All membership in the IAM will be voluntary.
- Dues typically run two hours of straight-time pay per month.
- Dues can be paid through payroll withholding or paid in cash or check to your local treasurer.
- Dues are deductible as “professional fees” if you itemize your Federal taxes.

Since the IAM is not an “education-based union,” how can you understand the needs of teachers and FLVS administrative staff?

- First, the IAM may not be an education-based union but we do represent high-tech instructors and college-level teachers. They are admittedly a small percentage of our 680,000 active members.
- Secondly, FLVS is not a traditional educational institution.

Since the IAM is not an “education-based union,” how can you understand the needs of teachers and FLVS administrative staff? (cont.)

- The relationship that IAM would like to have with FLVS teachers and staff is, essentially, a partnership. The IAM brings its political clout and collective bargaining experience and FLVS teachers and staff bring their knowledge of electronic and virtual communications and high-tech organization.
- When it comes to bargaining and enforcing your contract, the IAM will depend on its FLVS membership to define their issues.

Since the IAM is not an “education-based union,” how can you understand the needs of teachers and FLVS administrative staff? (cont.)

- Ultimately, the FLVS bargaining unit will vote to ratify to decline any prospective union contract.
- In all honesty, we don’t see any traditional “education-based unions” doing outreach to FLVS. In fact, some of those unions have fought virtual education as a matter of principal. The IAM sees virtual educators as a leading edge of the “new workforce.”

Who will be my voice to FLVS in negotiation of contracts and other issues?

- The IAM elects bargaining representatives and FLVS will have a bargaining team elected by the FLVS IAM membership.
- Your lead negotiator will be an IAM professional with years of experience and research on FLVS will be provided by the IAM Strategic Resources Department.
- The FLVS Bargaining Team will probably spend a week at the IAM Training Center in Southern Maryland developing proposals and working out strategy.
- When you establish your local union, all FLVS local representatives and officers will be elected.

Will everyone be required to join the union if one is elected?

- No.
- IAM membership will be voluntary and the IAM will encourage everyone to join, and, we think there are strong reasons to consider it:
 - IAM members will vote on officers, representatives and contracts,
 - IAM members will have a say in any partnership that might be entered into with FLVS management; and,
 - IAM members will have access to benefits under the “Union Privilege” program.

Does the union represent administrators, too?

- No.

What are the pros and cons of having a union with FLVS?

- The best things about a union, besides improved wages and benefits, are that you will have job security and a voice. You will no longer be an at-will employee.
- And, you will have standing before an independent arbitrator if you need to assert your rights.
- The most difficult thing about a union is accepting the responsibility for having a voice and participating in the decision-making. With a negotiated union employment contract comes ownership. You will essentially be entering into a co-equal relationship with FLVS management.

Can IAM help protect our retirement?

- The Florida Retirement System is an investment-pension entity controlled by the State of Florida.
- Any changes in benefits or contributions will ultimately be a produce of the political process.
- The IAM is a potent voice in state and Federal politics and will represent the interests of FLVS employees without hesitation.

Can IAM help with vacations and time off?

- Yes, these concerns are subject to collective bargaining.
- Without the “burn-out” factor as high as it is, it would seem that FLVS management might welcome some input on the subject of time off.

Can IAM do anything about getting pay increases based on years of service or post-masters degree credit hours?

- Salary, bonuses, longevity pay and all forms of compensation are negotiable.
- Pay will be a part of our bargaining agenda but you, the IAM members at FLVS, will set its level of importance relative to other concerns.

Can IAM help get instructors some “separation” from their jobs?

- Of course. Your time on duty is negotiable and no one should be expected to be available for work from 8:00 a.m. to 8:00 p.m., seven days a week.
- This “half-of-your-life” requirement is unreasonable and undermines the quality of the product you can offer.

Where do we go from here?



Where do we go from here?

- Showing of Interest Cards
- Possible face-to-face meetings at upcoming FLVS Staff Conference.

Where do we go from here?

- Win the Election

Where do we go from here?

- Bargaining
- Contract ratification
- Contract administration
- Building and running your new, virtual IAM local union.