

Getting Ready at Raytheon

Local Lodge 933 members are gearing up for the final round of contract negotiations with aerospace giant Raytheon Missile Systems in Tucson, AZ. The current contract expires November 6, 2006, and covers approximately 1,800 Raytheon workers who produce some of the most advanced weapon systems in the world.

Despite record profits, the aerospace industry has sought to pass on health care costs, cut retiree medical benefits and skimp on defined benefit pensions. "The aerospace industry isn't hurting, but they are acting as if they are," said IAM President Tom Buffenbarger. "Like other American corporations, aerospace companies think a secure retirement and a decent living for workers is a burden, but it is not. It is their responsibility to the thousands of men and women who make the profits possible."

"Raytheon workers are some of the most skilled and dedicated workers in the world," said Headquarters GVP Rich Michalski. "They deserve their fair share."

Preparing Early

The Local 933 Negotiating Committee has been preparing for more than a year, tuning up their communications program, getting feedback from members and making



Sending a strong message, from left, Western Territory GVP Lee Pearson, Aerospace Coordinator Ron Eldridge, IP Tom Buffenbarger, Headquarters GVP Rich Michalski, Local 933 DBR Bobby Martinez and the Local 933 Negotiating Committee at the opening of contract negotiations with Raytheon Missile Systems in Tucson, AZ.

sure everyone understands the negotiating process.

"Our Negotiating Committee is committed to engaging the membership in this process," said Local 933 DBR Bobby Martinez. "These negotiations are the most skilled and comprehensive possible because of the Committee's efforts to listen to and communicate with our members."

In addition to a website, a *Negotiations Survival Handbook* and regular updates, the Committee held numerous town hall-type meetings with members during breaks and lunchtime to hear what they had to say and to share information.

"Local 933 leaders have made a tremendous effort to educate their members and show Raytheon that the IAM is serious," said IAM Aerospace Coordinator Ron Eldridge. "These members are strong, united and focused. They are determined to win a fair contract."

"Raytheon is the nation's fifth-largest defense contractor and recently reported a 54 percent jump in second-quarter profits," said Western Territory GVP Lee Pearson. "Our members are committed to making the best products to defend our nation. Raytheon should step up and reward that commitment."