



## A MESSAGE FROM



**AEROSPACE COORDINATOR JOHN C. CROWDIS**

**TO OUR MEMBERS WORKING FOR LOCKHEED MARTIN IN PALMDALE CA, SUNNYVALE CA, AND MARIETTA GA AND THEIR RELATED FACILITIES IN SANTA CRUZ CA, VANDENBURG AFB, CA CAPE CANAVERAL FL, CLARKSBURG WV, AND MERIDIAN MS**

When is "enough" enough? When do we say "NO MORE"?

Your Coordinated Bargaining Committee has entered into negotiations with Lockheed Martin on the issues you brought forth to them by your survey answers. Our committees have presented these issues to Lockheed Martin both locally and at our coordinated bargaining sessions.

While there has been extensive discussion on non-economic issues presented by both parties, there has been no too little response to economic proposals submitted by your representatives.

What has occurred though is a clear indication via remarks made by representatives of Lockheed Martin during the opening session of our coordinated bargaining that Lockheed Martin is highly likely to propose LM HealthWorks to become a new single provider plan which will replace all of our current healthcare plans. Additionally, there was distinct suggestion that Lockheed Martin also may be planning to propose the elimination of pension benefits for all future employees.

Although repeatedly requested by your Negotiating Committees, Lockheed Martin has yet to provide your Union committees with official written or verbal proposals addressing these or any other of the economic proposals submitted to them last Monday afternoon. As soon as Lockheed Martin officially responds to our proposals on these matters and makes any Company proposals addressing these issues, your Coordinated Bargaining Committee will ensure that our members are informed of these issues.

Let us be clear. Your committees unanimously agree that higher deductibles and higher co-pays to our insurance plans constitute a take away and, like a reduction of medical plan choices are both unreasonable and unwarranted.

Additionally, your committees are unequivocally prepared to protect our Union's members, both current and future, pension. Our former members receiving retirement benefits have begun to struggle in today's economy and this highlights the need of more, not less, protection for our future pensioners!

The degradation of our negotiated wages and benefits must stop! Consider the history of allowing such errors to continue.

- COLA: In March 1993, the COLA formula was changed to make the COLA 3 times less lucrative to the employee than it was in the past).
  - Since 1993 Employee hourly wages have gone up by almost \$2.60 due to the COLA.
  - If the formula had not been decreased in 1993, wages would have gone up by close to \$7.80.
  - For an Employee who works 2,080 hours per year, the COLA increases over time have meant approximately an additional \$44,140 in their checks.
  - If the formula had not been decreased in 1993, the additional amount in their checks would have totaled approximately \$132,400.
- Wage Tiers: (Employees hired after June 14, 1993 were put on a lower Tier Wage Scale.)

Currently:

- ALL SITES
  - Tier 1 GPR (Higher Paid) = 42% (2,424 Employees)
  - Tier 2 Non-GPR (Lower Paid) = 58% (3,359 Employees)
- Marietta
  - Tier 1 GPR (Higher Paid) = 43% (1,607 Employees)
  - Tier 2 Non-GPR (Lower Paid) = 57% (2,129 Employees)
- Palmdale
  - Tier 1 GPR (Higher Paid) = 30% (278 Employees)
  - Tier 2 Non-GPR (Lower Paid) = 70% (645 Employees)
- Sunnyvale
  - Tier 1 GPR (Higher Paid) = 48% (539 Employees)
  - Tier 2 Non-GPR (Lower Paid) = 52% (585 Employees)
- Retiree Healthcare: (Employees Hired After March 2, 2005 are Not Eligible for Retiree Medical Insurance)

Currently:

- ALL SITES
  - Eligible for Retiree Insurance = 65% (3,732 Employees)
  - NOT Eligible for Retiree Insurance = 35% (2,051 Employees)
- Marietta
  - Eligible for Retiree Insurance = 59% (2,202 Employees)

- NOT Eligible for Retiree Insurance = 41% (1,534 Employees)
- Palmdale
  - Eligible for Retiree Insurance = 82% (759 Employees)
  - NOT Eligible for Retiree Insurance = 18% (164 Employees)
- Sunnyvale
  - Eligible for Retiree Insurance = 69% (771 Employees)
  - NOT Eligible for Retiree Insurance = 31% (353 Employees)

Are we to continue down this path take-aways and degradation of our benefit plans or have we reached that point of "enough is enough"? Is it time to say "NO MORE"? Is it time to remember why we are called "The Fighting Machinists"? The time for decision is now and the time to act upon this decision is drawing near. IAM READY - RU?

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**IAM NEGOTIATIONS 2011**