



It's Your Union

We've had people ask questions like, "If we decide to hire your union, what do you plan to do for us . . ." So let's be clear about one thing from the beginning, that's not the way it works. Your union has to be built from the inside by the people who will benefit from it. Your union has to elect its own facility reps and negotiators and build its own network of communications. The IAM can help you accomplish this – and you're already well on the way to success – but it's got to come from you.

By joining the IAM with 119 years of experience in solving problems, bettering the lives of our members and fighting for the rights of all workers, you become part of our family. It's a family of 650,000 who, in this unfortunate age of cynicism, still call one another *brother* and *sister* – and mean it. By joining the IAM family we *all* become stronger. After all, being strong at the bargaining table and the workplace as well as in the halls of Congress and the Federal government is what it's all about, isn't it? We think so. *NOTEM* will look at each of these key spheres of influence in future issues.



IAM representatives ready to help you build your union.

The IAM's strength takes many forms from our top-ten political action committee to our \$9 billion dollar pension and benefit plan. Our unequalled commitment to education and our state-of-the-art William W. Winpisinger Education and Technology Center add yet another dimension to our strength.

But, for AFSS employees you're probably more interested in our thirty-five industry-leading contracts with Lockheed Martin covering forty-six sites and over fifteen

thousand workers. More than half of these collective bargaining agreements are for service contract employees like you. In fact, the IAM is the number one union in North America for service contractors with more members in this specialized sector than any other organization.

None of us had the luxury of choosing our birth family but you can choose your union family.

The IAM – Your Union.

The Fuss About FERS by Kenneth E. Fix, BNA

Part 1

No one likes a thief. A thief should be caught, tried and punished. But what can be done when the thief is your former employer, a branch of the Federal government? If you were formerly in the FERS retirement system and are now working under the Flight Services contract, you are the victim of theft of a large portion of your pension contributions that will impact you and your family financially for the rest of your life.

Under the FERS system, Air Traffic control specialists are required to pay into the Federal retirement system at the rate of 1.3% of base salary for

an enhanced calculation at retirement at the rate of 1.7% of high 3 base salary. Other Federal employees pay into the system at the .8% rate for a 1% calculation at retirement. This is the rate we will now get under FERS.

Flight Service Station controllers were subject to the A-76 process in 2005 and involuntarily separated from Federal service. A scant few employees under FERS met the age and service requirements for the early ATC retirement and got it. Nearly eight hundred former FERS Flight Service controllers had their addi-

tional pension contributions looted by their former employer, the FAA. The OPM regulations make no provision for a refund. They get to keep it by law.

Public Law 108-176 gives controllers in the 2152 job series, which we were a part of, credit year by year at the 1.7% pension rate as long as they have at least 5 years of active controller time. But this law did not apply to Flight Service controllers. Why were the Flight Service controllers excluded? An oversight, or was something more going on here?

Put Grandfather Out to Pasture

There's nothing *wrong* with "Grandfathering" but does it make you feel secure? Does the term "paternalism" come to mind? After all, what the Great White Father gives, so can he take away.

When it comes to something as important as pay, you really need it in writing. When Lockheed buys the equipment on which you work, they sign a contract and put it in writing. So, why not sign a contract with *you* for your labor? A union contract that guarantees annual increases to keep

pace with the rising cost of living. Remember, without a union when Grandfather passes on, you'll be left with the wage determination — a pay schedule which is not reviewed with any set frequency and can go down as well as up.

Here's a link you might want to look up. It's a short article on iMail about a recent Lockheed contract. Check it out: <http://www.goiam.org/content.cfm?cID=11112>



Watch your step, Grandpa!

What's This 50% + 1 Deal?

We're confused. There have been quite a few reports that Lockheed representatives have been telling employees that the IAM can win representation without an election by simply requesting it after we have signed fifty-percent-plus-one on election authorization cards. Frankly, if they're offering, we're buying.

All private employers in America today (like Lockheed) have the right to agree to "Voluntary Recognition" of a union at any time not only after the union has reached majority status. If Lockheed is saying that they will agree to recognize the union after we have reached majority status, then we need to talk turkey. Please call Steve

Hantzis at (301) 976-4752 or (202) 285-8957.

A voluntary recognition would work to the benefit of all concerned because it would allow employees to be covered by a collective bargaining agreement sooner, save the union and the company time and money, and, not waste everybody's patience going through the NLRB proceedings and a lengthy mail ballot election.

So, to the good people at Lockheed, let's talk – pick up the phone.



Contributors Welcome

Ever feel the urge to express your view? *NOTEM* is the place where you can do it. *NOTEM* will accept short or serialized contributions from union supporters. The IAM will decide what is published and every contribution must be signed by the author. *NOTEM* will edit only for readability and length.

Feel free to write about any

subject pertinent to the IAM organizing campaign or unions in general. **No company bashing required.** Just write what you know and know how you feel.

Send all submissions as Microsoft Word documents to shantzis@iamaw.org. Photos of AFSS employees are also welcome.

Your IAM Representatives by FSS Location	Code	IAM Rep	Phone
	ABQ	Red Dow	(505) 242-9622
	COU	Rod Hoffman	(314) 378-9366
	DEN	Rod Weigan	(916) 801-4361
	FTW	Al Granado	(817) 307-0723
	HNL	Maria Santiago-Lillis	(808) 845-1024
	IKK	Steve Nichel	(630) 414-1063
	LAN	Beau Jencks	(269) 420-3556
	DCA	Steve Hantzis	(202) 285-8957
	MCN	Alan Williams	(229) 347-1561
	MIA	Javier Almazan	(321) 302-9064
	BNA	Mike Cooke	(931) 624-4478
	OAK	Jesse Juarez	(925) 550-0586
	PRC	Don Gresham	(602) 574-1020
	PNM	Steve Nichel	(630) 414-1063
RAL	James Alexander	(207) 408-9974	
PIE	Javier Almazan	(321) 302-9064	
SAN	Bobby Martinez	(916) 517-8251	
SJU	Ramon Garcia	(904) 803-9996	
SEA	Jesse Cote	(360) 259-4389	

Puzzle Palace 101

Dear Dr. Know-it-all:

If it's true that "You start bargaining from zero when the union comes in," then why don't companies encourage unionization? After all, wouldn't the company benefit from paying you less and offering fewer days off work? Why would a company say such a thing if it were not true?

- (A) Because they want to scare you and think you're stupid.
- (B) Because they wish it were true.
- (C) Because they are raising a point that may be *technically* correct in a textbook situation but totally misleading in reality to leave a false impression and discourage union support.

Correct Answer: All of the above.



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Place
Postage
Here